32

Agreement attached

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant American Leather Products Corp.,
2. Address Indianapolis, Ind.
3. Product Canvas products- signal satchels, aerial kits, etc.
4. How long since union had contract in this plant: 1941
5. Payment of dues: Checkoff _____ Steward # Other (specify) _____
6. How long women in this plant members of union: 1941
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No _____
      No. men 3 No. women 1
   b. Labor management committees: Yes _____ No #
      No. men _____ No. women _____
   c. Shop steward: No. men 0 No. women 1
   d. Grievance committees: No. men _____ No. women _____
      No separate committee- handled by Barg. Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

No ~~question~~ problem. Women's jobs have been the lighter jobs and only a few men in shop on the heavier jobs that owmen can't do. If women could do men's jobs and were transferred to them they would get the rate of job.

b. **Training and upgrading opportunities:**

No program along this line. Women upgraded by seniority.

c. **Seniority rights:**

Has been no problem.

d. **Special activities in regard to community services:**

None. Mrs. Maybee feels that Local 226 should undertake someprogram that would meet community needs

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

No question as women are on most jobs now and were on most of jobs before war.

Mr. Loftis and Mrs. Maybee said that the jobs would remain about the same in this plant as men are not subject to draft.

b. Equal pay

Mr. Loftis felt that women should get the rate of a job if they went on man's job.

c. Other

Mr. Loftis thinks it is important to educate the union membership and for the Local to undertake program that will meet needs of women

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mrs. Maybee stated that most of the women in the shop think of the union in terms of pay- if the union gets a raise for them then it is O.K. but otherwise they do not appreciate the value of the union. They regard seniority as important and look to the union to guard their seniority rights.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____
Women are on all jobs they can do.

b. Men's jobs on which women are employed? Yes # No_____
Heavier jobs that women can't do.

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No #

b. By bargaining? Yes # No_____

Company classifies new jobs and sets temporary rate. Then it goes to the union Bargaining Committee

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: No. Women are doing all jobs they can.

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide __#_____ If so, by sex Yes__#__ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

Two lists are kept- one for women and one for men

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No__#__
(2) lay-off Yes_____ No__#__
(3) rehiring Yes_____ No__#__

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1__#__ 2_____ 3_____

a. Check shifts on which women are employed: 1st__#__ 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men__Yes__ Women_Yes_____
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy:
   b. Discharge: No
   c. Leave of absence Yes
      (1) If yes, what is time limit? 1 year-
      (2) Are seniority rights retained? Yes # No
      (3) With pay? Yes (specify length) No #

   2 Have group health and hospital insurance which covers maternity cases
   Company ~~carried insurance~~ plan, deducting for workers payments

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive)
   b. Piece #

2. Are any occupations and rates specifically listed by male and female:
   (Contract- pp. 4 & 5) Yes # No

3. If so, in how many such listed occupations are rates:
   (Jobs are not same -)
   a. Same for male and female
   b. Lower for female
   c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Loftis and Mrs. Maybee

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires August 31, 1944
Automatic renewal unless either party ~~xxxxxxxxxxxx~~ gives notice of desire to change.

c. Kind of contract: (Check) (p. 5 of Contract)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive Barg. Agency

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No # (Contract p/ 4)

(1) If not, rates: Men 50¢ Women 40¢

b. Automatic progression policy: Yes # No_____

(1) If such policy, same for women as for men: Yes # No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: * Yes # No_____

(3) By rate of job regardless of sex;** Yes_____ No_____

*Provides that male employees shall not be replaced by female employees for purpose of ~~xxxxxx~~ reducing wage rates. (Contract- p. 42)

d. Does contract openly discriminate against women: Yes_____ No_____
If so, explain:

**Provides that employees transferred from one job to another shall receive the wage rate the job pays. (Contract p. 5)

e. No mention of women in contract: Yes_____ No # Explain:

Women mentioned in Seniority and Wages sections

3. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide # If so, by sex Yes # No (#)
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

v see contract p. 2

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

Except for servicemen p. 3

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

Nine months service during year- 30 hours pay
Ten " " " " - 34 " "
Eleven " " " " - 40 " "
(or over)

F. War Labor Board Case

1. Title of case American Leather Products Corp., and Local 226, U.A.A.A.I.W.A.-C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) 3/'44, National Board (date) _____
(Contract approved - some issues pending

3. Type of case: Voluntary # _____ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

~~1. Approval of contract~~ Issues still pending
~~2. Approval of changes in contract~~
Vacations with pay - 2 weeks requested.
Wage increases on a few Men's jobs (3¢ increase)
Maintenance of Membership

(Most of job rates and all women's rates have been increased 15% or more since 1941)

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Pages missing in original

33.

1. Supplement #1 to Local Wage Agreement"
2. Agreement

33

Agreement attached

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Marmon-Herrington, Inc.
2. **Address** 1511 W. Washington St., Indianapolis, Ind.
3. **Product** Truck Mfg.- army combat trucks
4. **How long since union had contract in this plant:** Since 1935
5. **Payment of dues: Checkoff** # **Steward** _____ **Other (specify)** _____
6. **How long women in this plant members of union:** Since Oct. 1942
7. **Were women employed on production in this plant in normal times:** No
8. **Women's union activities in this plant:**
   a. ~~Contractor~~ bargaining committees: **Yes** # **No** _____
      No. men 5 **No. women** 0
      (Women in shop have not been active in time they have been employed to be elected)
   b. **Labor management committees: Yes** _____ **No** # _____
      No. men _____ **No. women** _____
   c. **Shop steward: No. men** 10 **No. women** 1 (Had more but only 1 since recent lay-off)
   d. **Grievance committees: No. men** _____ **No. women** _____
      (Same as Barg. Com.)
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Bargaining Grievance committee	
	Men	Women	Men	Women	Men	Women
Service Dept.	20	60	NR	1		0

e. **Other union committees in plant; their functions; and state if women are members:**

Entertainment Committee- Plans social affairs of Unit-

Members: Men- 2 Women- 3

9. **Union program for increasing women's participation in union activities (give source) such as: -** No special program

a. **Equal pay for equal work:** Have secured equal pay in starting rate & by rate of job

Mr. Asman states that women are upgraded according to seniority, just as men are. Women interviewed stated that there had been women in Machine Shop and on inspection before the lay-off but that most of women had not worked in factory before and liked the easier work in the Service Dept. better. Some of the girls, they said, were rather afraid of the machines.

b. **Training and upgrading opportunities:**

c. **Seniority rights:**

All persons interviewed stated that the women had the same seniority as men.

d. **Special activities in regard to community services:**

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mf. Asman stated that if company gets new contract and continues to operate women will remain in plant in post war period. Is a possibility that entire plant will close but he does not think so. Only part of the plant is new since war.

b. Equal pay

John Bartee and Mr. Asman both stated that women get same rate as men on same jobs. Also stated that jobs should be rated by job and not as male and female.

c. Other

Mr. Asman said that women were more reluctant to take responsibility but when they did take jobs in the union they were better than the men.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed did not know what else union could do. Said that many women had not worked before and did not understand, did not attend meetings or want to take responsibility. They felt the union had done something for them by getting the increase in starting rates, all women getting back pay as they had started at 50¢ per hour.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #____

b. Men's jobs on which women are employed? Yes_____ No #____

c. Are inexperienced men and women generally started on same job?
Yes #____ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #____ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: All persons interviewed said No. Reason for more women being in Service Dept. where rates are lower is that not as many women have been interested in more skilled jobs to bid for them and also they had less seniori
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department Yes If so, by sex Yes____ No #
(2) plant wide " If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2____ 3____

a. Check shifts on which women are employed: 1st # 2nd____ 3rd____

b. Does placement depend on seniority: Yes # No_____
Explain:
Senior employees have preference of first, second and third shifts (p. 8 of Contract)

Plant operates 3 shifts according to contract - but agents report of 1 shift is probably correct since there was a recent lay-off at plant -

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women Yes
b. If so, are they paid for: Men_____ Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy:
   b. Discharge:
   c. Leave of absence #
      (1) If yes, what is time limit? 1 yr. granted at discretion of company
      (2) Are seniority rights retained? Yes #(60 dys.) No
      (3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # (No incentive)
   b. Piece

2. Are any occupations and rates specifically listed by male and female:
   Yes No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female
   b. Lower for female
   c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with John Bartee & L. O. Asman

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires June 22, 1944- renewal is automatic unless one of parties gives notice of desire to change.

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership # Union shop pl contract

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes # No

(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. No mention of women in contract: Yes No # Explain:

Women mentioned in equal pay clause p. 11 of Contract

3. Seniority:

a. Are seniority lists maintained:

(1) by department Yes If so, by sex Yes_____ No #
(2) plant wide Yes If so, by sex Yes_____ No #
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No. If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length 1 year
(2) Length of service necessary to get maximum Left to discretion of company

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

Provision for 48 hours after 1 year's service and increasing up to 96 hours after 7 years
For less than 1 year's service allows 1 day for each 2 months service
(See pp 14 & 15 of Contract attached)

F. War Labor Board Case

1. **Title of case** Marmon Herrington Co., Ind. & U.A.W.A., Local 226, C.I.O. **Regional number** 6-1726

2. **Status of case:**

   a. **Pending before: Regional Board** #_____, **National Board**_____
   Matter of back pay computations appealed by union

   b. **Settled by: Regional Board (date)** # (Dec. '43), **National Board (date)**_____
   Contract approved and is in effect

3. **Type of case: Voluntary**_____ **Dispute** #_____

4. **Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.**
   When contract expired in 1941 a new contract was negotiated and submitted to W.L.B. for approval. In computing back pay company used rates as of Oct. 1941, ignoring merit increases that had been given in the 14 months time before decision was made by W.L.B. Union appealed on this matter.
   Equal pay is provided by clause in contract (p. 11) and by rate of job (p.25)

5. **W.L.B. Ruling:**
   Approved contract (attached). Ordered back pay retroactive to Oct. 1941

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract___ # (Ordered as clause in contract but no back pay due as women were receiving same rates by time contract was approved.

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

   Both men and women got back pay as starting rate had been 50¢ and was raised to 60¢ by new contract provision (p. 23 of Contract). They received back pay from Oct. 1941.

Pages missing in original

34.

1. agreement

34

Agreement attached

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Foundry Unit, Indianapolis Works, International Harvester Co.
2. **Address** 5565 Brookville Rd., Indianapolis, Ind.
3. **Product** Naval ordnance-75%; truck engines-25%
4. **How long since union had contract in this plant:** July 1942
5. **Payment of dues:** Checkoff____ Steward # Other (specify)____
6. **How long women in this plant members of union:** Since Oct. 1943
7. **Were women employed on production in this plant in normal times:** No
8. **Women's union activities in this plant:**

a. Contract or bargaining committees: Yes # No____
No. men 7 No. women 0

b. Labor management committees: Yes____ No #
No. men____ No. women____

c. Shop steward: No. men 15 No. women 1

d. Grievance committees: No. men____ No. women____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: - Stewards are appointed by Chairman and Bargaining Committee members elected by body-

no separate Com handled by Barg. Com

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Case on equal starting rate for women taken to W.L.B. by men- women had not complained.

b. **Training and upgrading opportunities:**

Women are replacing men and are upgraded according to seniority. They get the rate of the job.
6 women are on hot metal cranes.
Company places women on jobs- union takes up cases if complaint is made.

c. **Seniority rights:**

Women have same seniority as men.

d. **Special activities in regard to community services:**

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

"Whether women remain in plant after war depends on seniority" -Charles MacDonald
~~"Exrixfsaxs~~
"Depends on seniority. Men coming back from war have seniority so will not be many to remain" Thinks there will be a few, though. -Earl Teare
Thinks a few women will remain. -Venis Hicks

b. Equal pay

"Women are replacing men, are doing the work- and should have the same pay as the men" -Charles MacDonald

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Venis Hicks said that the women were reluctant to take office or other responsibility in the union. They do not come to meetings so it is hard for the union to interest them.
Margaret Elliot said that she, herself, refused office in the union as she could not do more than her job in the plant as she was not able to do more.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #

b. Men's jobs on which women are employed? Yes_____ No #
All women in plant replace men. Were no women before war.

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

If W.L.B. decision is favorable the women will get back pay fxx to make up differential. Panel has recommended equal starting rate retroactive to date women came in on jobs.(See W.L.B. Case- p. 11)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No_____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

Management places women on jobs. When women brought in shop management wanted to pay lower rate but union objected and company then agreed to pay the rate of job.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Venis Hicks, Earl Teare and Charles MacDonald said no. Women replace men and get rate of job.

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide #_____ If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 #__ 2 #__ 3 #____

a. Check shifts on which women are employed: 1st #__ 2nd #____ 3rd #____
Only a few men and women on 2nd and 3rd. shifts

b. Does placement depend on seniority: Yes #____ No_____
Explain:

New employees are hired and trained on first shift but preference of jobs and shift goes by seniority.

7. Rest periods:

a. Does plant provide formal rest periods:* Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

*For 2 units in (men employed), where there is group work, 10 minutes is given twice a day to all rather than replace individually from time to time.

REPRODUCED AT THE NATIONAL ARCHIVES

8. Lunch periods:
   a. Length of lunch period: Men Either 15" or 30" / "15", receiving pay for 30" or 30" without pay Women Either 15" or 30" as pref
   b. Paid for: Men If take 15" Women If take 15"
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: #
   b. Discharge: Are asked to quit
   c. Leave of absence Yes- if record is good. Is difficult to get leave.
      (1) If yes, what is time limit? 1 year
      (2) Are seniority rights retained? Yes # No
      (3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece

2. Are any occupations and rates specifically listed by male and female:
   Yes No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female
   b. Lower for female
   c. Higher for female

REPRODUCED AT THE NATIONAL ARCHIVES

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Charles Mac Donald & Earle Teare

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires At end of war or not less than 1 year from date sig 6/23/'42. Automatic renewal unless either party desires change.

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No # (Women were not employed whe contract signed.)

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No #

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause":* Yes # No_____

(2) By equal pay clause: Yes_____ No #

(3) By rate of job regardless of sex: Yes_____ No #

*In a general no discrimination clause which includes sex. (p. 7 of Cont

d. Does contract openly discriminate against women: Yes_____ No #

If so, explain:

e. No mention of women in contract: Yes # No_____ Explain:

Women not mentioned as were not employed when contract negotiated

REPRODUCED AT THE NATIONAL ARCHIVES

3. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide #_____ If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No_____ Women No

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period:* Men 15" Women 15"
(3) Paid for: Men Yes Women Yes

*Provided for those on one of 3 shifts of 24 hour schedule--(p.16, Co

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____ (p. 26 of Co

(1) Maximum length Not stated definitely- "as agreed upon period of tim
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
1 ~~year~~ week for service record of 1 year or less than 5 years;
2 weeks for service record fo ~~a~~ 5 years or more (p.23 of Cont

REPRODUCED AT THE NATIONAL ARCHIVES

F. War Labor Board Case

1. Title of case Foundry Unit, Indianapolis Works, International Harvester Co., & Local 226, U.A.A.A.I.W.A.-C.I.O. Regional number III 111-5084D

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary Dispute #

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Issue: Equal starting rate for women.
When company started hiring women they arbitrarily set the rate as 65¢. The union protested and requested a rate of 77¢ for the women which is the rate the men receive. Union took case to W.L.B.

(Mr. MacDonald received a copy of the panel recommendation this week. Recommendation is for increasing the starting rate for women to 77¢, retroactive to Oct. 15, 1943.)

5. W.L.B. Ruling:

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6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Pages missing in original

55

1. Agreement

35

Local 226 UAW-CIO

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.) Agreement attached

1. Name of plant McQuay-Norris Mfg. Co.
2. Address Indianapolis, Ind.
3. Product Bearings
4. How long since union had contract in this plant: 1937
5. Payment of dues: Checkoff____ Steward # Other (specify)____
6. How long women in this plant members of union: Since June 1941
7. Were women employed on production in this plant in normal times: Yes (8 inspectors and 8 packers)
8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No____

No. men * N.R. No. women 0

Some had resigned and did not know just how many members had .
Contract provides for 6 members

b. Labor management committees: Yes____ No #

No. men____ No. women____

c. Shop steward: No. men 8 No. women 1

d. Grievance committees: No. men____ No. women____

No separate committee for grievances

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: - Not set up on departmental basis

Department	Number employed		Shop stewards		Bargaining Grievance committee	
	Men	Women	Men	Women	Men	Women
(Listed in contract p.8)			Appointed by Chairman		Elected by membership	

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work;**

Secured provision in agreement that if women go on men's jobs they get same rate of pay. Also jobs are now being re-classified and union will demand same rates for men and women on same jobs. -Fox & Collins

b. **Training and upgrading opportunities:**

Nothing reported along these lines. Women have had seniority on women's jobs in practice. *Fox Did not understand clearly what would happen after war -

Contract provision- Article 5, Section 10- If there is an opening on a job in plant, other than common labor, or a new job started in plant, the Company shall notify the Shop Bargaining ~~Committee~~ and Grievance Committee and post said jobs on bulletin boards, if possible, at least three days in advance. Employees shall have the opportunity of applying for these jobs. --- consideration will be given to seniority & capability. (p. 11 of Contract)

c. **Seniority rights:**

Union has secured same seniority rights in Contract for men and women but in practice women did not go on men's jobs. -Collins

d. **Special activities in regard to community services:**

No program.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mr. Collins said that whether women stayed in plant in same number as now after the war would depend on seniority. He is newly elected as Chairman and does not understand different phases of seniority problem as regards women. ~~Ixxxxx~~ Does not seem prejudiced against women.

b. Equal pay

Mr. Collins thinks that women should get the same pay as men on same jobs. Jobs are being re-classified at the present time. There are union members on the committee.

c. Other

Mr. Collins thinks that women and all of membership need education on union problems. He says it is difficult to get enough people to meetings to even carry on the business of the Local.

Virginia Fox did not feel that there was any prejudice against the women on the part of the men. Men were on heavier jobs and women on lighter generally.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Virginia Fox has been in shop 5 years. She said that she knew that the ~~xxxxxxxxx~~ increases she had received since she went to work at 42½¢ in 1939 had come through the union but that the new women employees did not know this and were not so interested in the union. She said the attendance at meetings was poor and that it was very hard to educate the members as there was a high rate of turnover, due she thought to the low rates of pay.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed?* Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

*Are now beginning to transfer women to men's jobs.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant?* (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

*Jobs are now being re-classified. Job evaluation plan is being used.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No #

Contract (Article 11, Section 3) provides that new piece rates set or any modification of piece rates by company shall after trial or upon complaint of employee follow regular grievance procedure.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Neither Mr. Collins nor Virginia Fox thought that women had been kept on lower paid jobs due to the fact that they were women. The division between men's women's jobs had been on a basis of heavy and light work. which pay more
However, women are now being put on men's jobs and are able to perform them.

5. Seniority:

a. Are seniority lists maintained:

(1) by department Yes If so, by sex Yes_____ No #
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes # No_____
(3) rehiring Yes # No_____

If yes, explain:

In practice women not promoted to men's jobs, women laid off of women's jobs and men laid off of men's, and women re-hired on women's jobs only. Women had not complained about this division of jobs.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #(few)

a. Check shifts on which women are employed: 1st # 2nd # 3rd 0

b. Does placement depend on seniority: Yes # No_____
Explain:

Are hired for shift whereth ereis vacancy but preference of shift is given older employees by seniority

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? The 30 day time limit can be extended to cover maternity
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with Glen Collins & Virginia Fox
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires Oct. 1, 1944

c. Kind of contract: (Check)
(1) Closed shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No #
(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No #
(1) If such policy, same for women as for men: Yes_____ No_____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes_____ No #
(2) By equal pay clause: Yes # No_____
(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #
If so, explain:

e. No mention of women in contract: Yes_____ No # Explain:
Women mentioned in equal pay clause (p. 17, Contract)

3. Seniority:

a. Are seniority lists maintained:

(1) by department Yes If so, by sex Yes_____ No #
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No.

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No # (except for military or union service)

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
One week with pay if have been on payroll a year prior to June 1 of each year

F. War Labor Board Case

1. Title of case McQuay-Norris Mfg. Co., Indianapolis Division plant& U.A.A.A.A.I.W.A., Local No. 226. C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date) # (Date-N.R.,) National Board (date)_____

3. Type of case: Voluntary___#_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Contract expired in October 1943. Negotiations were begun on changes in contract. Did not open wage question as this was pending before W.L.B. for all of company's plants.

5. W.L.B. Ruling:

Contract approved (See attached Contract)

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

   Continues protection afforded through union. People interviewed did not know just what specific changes were made in cntract.

Pages missing in original

36.

1. Note from agent
2. Contract

Local 36
226
Waiver

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.) Agreement attached

1. **Name of plant** PreatO-Lite Storage Battery Corp.,
2. **Address** Indianapolis, Ind.
3. **Product** Batteries
4. **How long since union had contract in this plant:** 1937
5. **Payment of dues:** Checkoff____ Steward # Other (specify)____
6. **How long women in this plant members of union:** 1937
7. **Were women employed on production in this plant in normal times:** Yes (About 12)
8. **Women's union activities in this plant:**

a. **Contract or bargaining committees:** Yes # No____
No. men 7 **No. women** 0

b. **Labor management committees:** Yes____ No #
No. men____ **No. women**____

Had a Committee but union members were not very active so committee was dropped

c. **Shop steward:** No. men 11 No. women 0

d. **Grievance committees:** No. men____ No. women____
~~No separate committee- Handled by Barg. Com.~~
If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed (Approx.)		Shop stewards		Bargaining Grievance committee	
	Men	Women	Men	Women	Men	Women
Inspection	#	8-10	N.R. by Depts- Stewards represent each Dept.		Not set up by Depts. Composed of 3 union officers and 3 committeemen elected by membership	
Separator Treat	#	8				
Foundry	#	10				
Shipping	#	3				
Elements Burning	#	6				
Painting	#	5				
Assembly	#	7				

Men in all depts - Number N.R.

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e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -** little has been done for specific purpose of trying to increase participation of women except trying to get them to meetings

a. **Equal pay for equal work:**
Union and company classified jobs- light jobs as women's jobs.
If women go on men's jobs they get equal pay with men. -Emory Hart - Clinn

There are men's jobs that women can do & are being transferred to now. Does not seem to have been a complaint of the women that they could not go on the men's jobs before this time. They just accepted the classification or thought nothing about it. Now that they are going on these jobs which will pay more they probably won't want to go back to women's jobs after the war- except as they give up jobs to returned service men. -Emma Dalby

b. **Training and upgrading opportunities:**

Promotions all depend on seniority, Women have always had seniority on women's jobs. Just now they are being transferred to men's jobs and bid for these as they are posted by company. -Emma Dalby
Contract provision- Article III, Section 14- Provides that transfers of employees to jobs of a higher rate of pay or involving a higher standard of working conditions shall be made by mutual agreement between the executive shop committee and the management and shall be based upon seniority and the ability of the employees involved to do the work.(Contract p.9

c. **Seniority rights:**
Have separate seniority for women and men. Women have seniority among women. Women will now have seniority on the men's jobs but is not clear as to what will happen after war. Emma Dalby

d. **Special activities in regard to community services:**
None

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10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mr. Hart said that women were in the plant before the war and that in the post war period the women would return to the women's jobs and men return to take men's jobs.
Arnold Atwood thinks there should be one straight seniority list for plant and that after service men return and are place straight seniority should prevail.

b. Equal pay

Mr. Hart thinks that women should get the same rate of pay as men if they do same work.
John Bartee thinks that there should be rate for the job and whoever does the job should get that rate.

c. Other

Mr. Hart sees need of reaching women but says they do not attend meetings and it is difficult to get at their problems
Atwood and Bartee both recognize the need for educating the women but did not seem to have much idea about what the union could do. They both thought that to add a woman to their staff might help.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Emma Dalby says that the women have not thought about the union in terms other than pay and settling comrlaints. Only about 4 women take an active enough interest to attend meetings.
The women who have been in shop longer know that they got their wage increases through the union. She,herself, went to work in the shop 8 years ago at 25¢ p.h.

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C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____
Just now women are being put on men's jobs

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

Women transferred from ~~men's~~ women's jobs to men's jobs.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____
Contract- Article 111, Section 14- provides that transfers to jobs of higher rate of pay or involving a higher standard of working conditions shall be made by mutual agreement... (See p. 9 of Contract)

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other. Women have been on women's jobs which pay less than men's

Mr. Hart said that women had been on the lighter jobs. The men's jobs had been considered unsuitable. Due to the shortage of labor women are now going on some of the men's jobs.

Emma Dalby said that in general it had been accepted that the men's jobs were too heavy for the women but that there were men's jobs which women could do and now due to labor shortage they are being transferred to these.

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5. Seniority:

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes____ No____
(2) plant wide Yes If so, by sex Yes # No____
(3) occupation No If so, by sex Yes____ No____
(4) temporary and/or regular workers No If so, by sex Yes____ No____

If by sex, explain:
Women have seniority on womens jobs. Request has gone to WLB for approval of clause in contract providing that women be placed on men's jobs for duration of period of labor shortage only.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No____
(2) lay-off Yes # No____
(3) rehiring Yes # No____

If yes, explain:
In that they have been limited to women's jobs when there are some of the higher paying men's jobs which they could do.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No____
Explain:
New employees hired in on shift where there is vacancy left after older workers given preference.

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

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8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? Reasonable length of time
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No _____

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece #

   About evenly divided between time and piece work

2. Are any occupations and rates specifically listed by male and female:
   Yes # No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female # (On men's jobs on which women work
   b. Lower for female # (On women's jobs rates are lower than on men's jobs)
   c. Higher for female _____

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Prest-O-Lite Battery Company
Indianapolis, Ind.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Emory Hart
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires Aug. 1,1944 (Automatic renewal unless either party gives notice of desire to change)

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 76¢ Women 65¢

b. Automatic progression policy: Yes _____ No #
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: (Contract p.14) Yes # No _____
(3) By rate of job regardless of sex: Yes _____ No #
Also provision that male employees shall not be replaced by female employees for purpose of reducing wage rates. (Contract page 16)

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:
In provision for minimum rates (Contract - p. 24)

e. Mention of women in contract? Yes # No _____ Explain:
(See above)

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3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex Yes____ No #
(2) plant wide # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____
(1) Maximum length Indefinite
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

Employees with less than five (5) years of seniority shall receive one (1) week's vacation with 2 cents per hour vacation pay for each hour of work up to a maximum of 2200 hours. An employee with more than five (5) years of seniority shall receive two (2) weeks' vacation with 3½ cents per hour vacation pay for each hour worked up to a maximum of 2200 hours. An employee with more than one (1) and less than five (5) years of seniority shall receive a guarantee of 40 hours' vacation pay. All employees with more than five (5) years of seniority shall receive a guarantee of 60 hours' vacation pay.

(Continued on other side of this page.)

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F. War Labor Board Case

Joint Cases-
111-2652-D &
111-4281-HO

1. Title of case Prest-O-lite Battery Co., and Local 226, U.A.A.A.I.W.A.-C.I.O. Regional number_____

2. Status of case:

a. Pending before: Regional Board ___#___, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of new contract.

Contract expired August 1943. Noegtiations begun to revise provisions.
~~xxxxx~~ Changes include:

Maintenance of Membership
Vacation plan
Wage increases & adjustments(To correct intra-plant inequities and secure increase in base rate for all men to 76¢. Also to correct inequities between pay of hourly rated employees and piece work employees)

(Agent looked through file in Regional U.A.W.A. Office on this case and found no mention of request on part of union to eliminate M & F job classifications)

5. W.L.B. Ruling:

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6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Trade Union Survey

Attach to Schedule for Prest-O-Lite Battery Co.

W.B.

Chicago, —
7-12-'44

WOMEN'S BUREAU
JUL 14 1944
DEPARTMENT OF LABOR

WOMEN'S BUREAU.
JL 1944
DEPARTMENT OF LABOR

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex Yes ____ No #
(2) plant wide # If so, by sex Yes ____ No #
(3) occupation ____ If so, by sex Yes ____ No ____
(4) temporary (duration) and/or regular workers ____ If so, by sex Yes __ No ___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ____ No #
(2) lay-off Yes ____ No #
(3) rehiring Yes ____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men ____ Women ____
(3) Paid for: Men ____ Women ____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No ____
(1) Maximum length Indefinite
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No ____
If yes, state provisions.

Employees with less than five (5) years of seniority shall receive one (1) week's vacation with 2 cents per hour vacation pay for each hour of work up to a maximum of 2200 hours. An employee with more than five (5) years of seniority shall receive two (2) weeks' vacation with 3½ cents per hour vacation pay for each hour worked up to a maximum of 2200 hours. An employee with more than one (1) and less than five (5) years of seniority shall receive a guarantee of 40 hours' vacation pay. All employees with more than five (5) years of seniority shall receive a guarantee of 60 hours' vacation pay.

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Continued from Page 10

4.

d. Employees with less than one (1) year of seniority shall receive a guarantee of 30 hours' pay provided they have worked nine months out of the year --a guarantee of 34 hours' pay provided they have worked ten months out of the year, and a guarantee of 40 hours' pay provided they have worked eleven months or more out of the year.)

37.

1. Agreement
2. Sheet of Comments

37

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M.Bagwell Date 4/44
Plant involved P. R. Mallory & Co. Inc
Agreement attached

Name, title, address of persons interviewed

Miss Mary Lovell, Recording Secy., U.E.R.M.W.A.-C.I.O., 2856 E. Washington St., Indianapolis, Ind
Mr. LaVerne Taylor, President, " " " " " " " "
Mr. Havard G. Pfeiffer, Vice-Pres., " " " " " " " "
Mrs. Dorothy Winter, Financial Sec'y., " " " " " " " "
Miss Henrietta Chandler, Asst." " " " " " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.E.R.M.W.A. Affiliation C.I.O.
2. Local No. 1001 Address 2856 E. Washington St., Indianapolis, Ind.
3. How long local organized? 1933
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance # (Now includes Guards)
5. How long women members? 1933
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
P. R. Mallory & Co., Inc.	1980	2420	1980	2420

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

9. Women's local union activities:

a. Union committees on which women serve:

Sick Relief
Publicity
Entertainment
Anti-Discrimination
Housing
Political Action
Constitution & By-Laws
Finance

b. List other committees:

Athletic
Resolutions
Delegates to Indianapolis Industrial Union Council- Men 3; Women 3

c. Local union offices held by women:

Recording Secretary
Financial Secretary
Asst. Financial Secretary
Trustee

d. Attendance at union meetings:

Attendance is fair- women attend as well as men

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Work of various committees mentioned above.
Get out monthly newspaper. Contains articles & news notes which should interest women.
Sent woman to recent conference in New York called by International Union to make plans for training and upgrading women to take places of men as they continue to be drafted.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mary Lovell thinks that about 75% of the additional number of women that have come into the plant since the war will remain after the war.

b. Equal pay

Officers take this for granted. Jobs are rated and whoever does them gets the rate for the job.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant P. R. Mallory & Co., Inc.
2. Address 3029 & 1311-25 E. Washington St., Indianapolis, Ind.
3. Product Radio & radar parts
4. How long since union had contract in this plant: 1933
5. Payment of dues: Checkoff ____ Steward # Other (specify) ____
6. How long women in this plant members of union: 1933
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      No. men 8 No. women 1
   b. labor management committees: Yes # No ____
      No. men 2 No. women 1
   c. Shop steward: No. men 43 No. women 52
   d. Grievance committees: No. men 3 No. women 0
      Composed of President, Vice-President & 3 plant chairmen

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
This information is not available- records not kept so that can give this information easily.					not	

e. **Other union committees in plant; their functions; and state if women are members:**

None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Equal pay is in effect in plant. Union secured equal pay by negotiation

b. **Training and upgrading opportunities:**

Is policy to upgrade women. No special training which union is responsible for. This is done in plant.
Union sent one woman to N.Y. Conference called by International Union at which this question was discussed.

c. **Seniority rights:**

Equal seniority is policy.

d. **Special activities in regard to community services:**

Do not think so much is necessary along this line. Stores are open one night a week for shopping and this seems to be adequate. The Mallory Co. operates a day nursery near the plant.

Local cooperates with State C.I.O. Political Action Committee which is trying to interest women members.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

See p.2- Item 11)

b. Equal pay

See p. 2- Item 11

c. Other

Cooperates with community organizations which have special program for women workers- Y.W.C.A. & "As You Like It Club" (Mallory women's organization) Publicity given these groups in union paper.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Three women interviewed seem to feel that the union covers the things that are most important for women

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #____

b. Men's jobs on which women are employed?* Yes_____ No #____

c. Are inexperienced men and women generally started on same job?
Yes #____ No_____

There are jobs that are men's because they are hoo heavy for women. Women will be put on some of these as more men are drafted and questions of weight lifting have come up.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #____ No_____

b. By bargaining? Yes_____ No_____

If there is complaint then union takes up question

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: None of people interviewed thought women were kept on lower paid jobs longer than men
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide # If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No_____
Explain:

New employees are hired and trained on first shift but older employees are given preference of shift and can bid as vacancies occur. New employee then takes job left open

However, women with small children are placed on first shift if they prefer it.

7. Rest periods:

a. Does plant provide formal rest periods:* Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

*Except where there is conveyor or group work. In this case there are two 6" rest periods each shift. These are paid for for men and women alike

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge:_____
   c. Leave of absence #
      (1) If yes, what is time limit? 1 yr.
      (2) Are seniority rights retained? Yes # No
      (3) With pay? Yes (specify length)_____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive)_____
   b. Piece #

2. Are any occupations and rates specifically listed by male and female:
   Yes_____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female_____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mary Lovell, LaVerne Taylor & Haward Pfeiffer

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires May 29, 1944

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes No #

(1) If such policy, same for women as for men: Yes No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes No #

(3) By rate of job regardless of sex: Yes No #

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. No mention of women in contract: Yes No # Explain:

Conditions of employment and provisions in contract are same for men & women.

3. Seniority:

a. Are seniority lists maintained:

(1) by department #es If so, by sex Yes_____ No #
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discrimimated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length 1 year
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
If in employ of company 1 year & have worked more than six months- entitled to 1 week with pay An additional day's vacation with pay is allowed for each additional year up to 2 weeks vacation (See Contract, p. 11)

F. War Labor Board Case

1. Title of case P. R. Mallory & Co. Inc. and U.E.R.M.W.A. # 1001. C.I.O. Regional number 613083

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) 9/2/'44 ?, National Board (date) _____

3. Type of case: Voluntary ____#____ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.
Approval of ~~xxxxxxx~~
Contract changes- vacation plan, general wage increase

5. W.L.B. Ruling:
Approved contract changes, granting wage increase of 5¢

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

   Wage increase of 5¢ per hour
   Improved vacation plan

BLECKER BEAUTY SHOPS, Chicago, no union involved, 229 workers affected. Board approved proposed rate ranges for workers in Chicago shops and outside Chicago; and approved 10 per cent differential to part time workers; effective Sept. 29, 1944.

HARMONY FOOD CO., Chicago, no union involved, 230 workers affected. Board partially approved application; modified proposed rate ranges for various job classifications in line with established stabilized restaurant ranges in Chicago; effective Sept. 29, 1944; Board took no action on proposed retroactivity and referred this question along with alleged illegal increases to Enforcement Division of Board for final disposition.

PARKER PEN CO., Janesville, Wis., and Federal Labor Union, local 19, 593, AFL; 1141 workers affected. Board partially approved joint application; approved job classification rates for men starting at 63 cents an hour and progressing by steps to top of range for respective labor grade; approved job classification rates for women starting at 50 cents an hour and progressing to top of range for respective labor grade; approved grouping of job classifications into the various labor grades; provided that approved classification schedules shall be put into effect by placing each employe in the schedule at the rate corresponding to length of service, except that no employe shall suffer a reduction in rates; provided that classification schedul shall be administered in accordance with General Order 6 and 31; effective Jan. 1, 1944; Board also approved proposed incentive plan, effective Sept. 29, 1944, subject to review after 90 days of operation.

INDIANAPOLIS RESTAURANT OPERATORS ASSOCIATION, Indianapolis, Ind., no union involved, 452 workers affected. Board partially approved company's application; approved minimum rate of 50 cents an hour less meal allowance, for jobs in which tips are not part of remuneration; approved rate of 40 cents an hour plus meals and tips for jobs in which tips are part of remuneration; effective August 26, 1944.

P. R. MALLORY & CO., INC., Indianapolis, and United Electrical, Radio & Machine Workers of America, local 1001, CIO; 4500 workers affected. Board partially approved joint application; approved vacation plan as follows: employes who shall have been in employment of company 5 years by June 30, 1945, or of June 30 of any subsequent year during contract period, who have worked more than six months during the preceding year shall receive two weeks vacation with pay computed at 4 per cent of earnings, exclusive of overtime and night shift premium, for previous calendar year or at 80 hours straight time hourly rate as of Dec. 31, whichever of the two methods is higher; employes with one year's service (qualifying dates same) who have worked six months of previous year shall receive one week's vacation with pay computed at 2 per cent of earnings or 40 hours, whichever is higher; union members dissented to denial of two weeks vacation after three years service. Board approved premium of 10 cents an hour for second shift and approved agreement on call-in pay, idle time and testing new operations; Industry members dissented on approval of night shift premium and provision regarding testing new operations. Ruling effective first payroll period after approval, as requested. 11/44

THE HORTON MFG. CO., Fort Wayne, Ind., and United Electrical, Radio and Machine Workers of America, local 902, CIO; 356 workers affected. Board partially approved joint application; denied proposed 5 per cent increase in all wage rates; denied proposed provision for increases to minimum of job classification range in 90 days or less; denied proposed plan for granting merit increases and provided that merit increases shall be governed by Amended General Order 31; approved 7½ per cent premium for second shift, retroactive to July 18, 1943. Labor members dissented to denial of wage increase and proposed plan for merit increases.

LANE BRYANT CO., INC., Indianapolis, Ind., no union involved, 416 workers affected. Board partially approved company's application; approved increase from 42½ to 46 cents an hour in minimum rate; modified rates ranges for various job

38.

1. WLB Order of Approval (Aug 1, '41)
2. WLB Order of Approval (July 27)
3. Agreement

38

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M. Bagwell Date 4/6/'44

Plant involved Noblitt-Sparks Industries, Inc.

Name, title, address, and department of persons interviewed Agreement Attached Mr. Everet Donica, President, 208 S. Poplar St., Seymour, Ind.
Mr. John Bartee, International Representative, 905 K. of P. Bldg., Indianapolis, Ind.

Union members:	Department	Address
Mrs. Everet Donica,	Sleeve Line, North Plant.	208 S. Poplar St., Seymour, Ind.
Mrs. Flora Maples,	Spray paints pipes-	" " 108 S. Pine St., " "
Mrs. Evelyn Flecker,	Shop steward; (does several jobs)	" " 400 W. 5th St., " "
Mrs. Catharine Taylor,	Hydraulic press operator,	" " 302 S. O'Brien St., " "
Mrs. Stigdon,		" " 119 W. Brown St., " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 97 Address 208 S. Poplar St., Seymour, Ind.
3. How long local organized? Since May 1942
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Oct. 1942
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees (Approximate) Men	All plant employees (Approximate) Women	Union members Men	Union members Women
North plant, Seymour, Ind.	265	75	170	60
South plant, " "	35	25		

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$1.00*
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	
d. Other	None reported	

*Union locally charges $1.00 to women members and makes up other dollar so that $2.00 is paid to International Union as required.

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Poor. Men also do not attend well.
Women said that if meetings were held on some other night than Friday, which is pay day, that they thought the attendance would be better.
They also suggested that a special meeting flr the women members for the purpose of discussing special women's problems might arouse some more interest.
They women interviewed thought there was considerable interest in the union (even though they did (not attend meetings.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

No special program.
Previous gains made by the union have held the interest of the women and at present they are very much interested in the request that has been made for equal pay.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Donica thinks women do the same work that men did so that there is no reason why they should not stay in the plant on basis of straight seniority.

b. Equal pay

John Bartee stated that when contract was first signed with company there were no women in the plant and that the ~~xxxxxxxx~~ representative for the union had not had ~~so~~ much experience so that the question of equal pay did not receive proper attention.
Mr. Donica believes that the principles of equla pay should prevail.
He says that in the present case pending before the W.L.B. the company's contention that women do less work than men is not true~~.~~ they have taken over men's jobs.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Noblitt-Sparks Industries, Inc.

2. **Address** Seymour, Ind.

3. **Product** Mufflers for Fords; bomb tubing; handles for gas tanks; exhaust pipes

4. **How long since union had contract in this plant:** Sept. 1942

5. **Payment of dues:** Checkoff _____ Steward #___ Other (specify)_____

6. **How long women in this plant members of union:** Oct. 1942

7. **Were women employed on production in this plant in normal times:** No
None between 1934 & Oct. 1942

8. **Women's union activities in this plant:**

a. Contract or bargaining committees: Yes # No_____
No. men 4 No. women 0

b. Labor management committees: Yes_____ No #_____
No. men_____ No. women_____

c. Shop steward: No. men 3 No. women 1

d. Grievance committees: No. men_____ No. women_____
No separate committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R. by Depts. Women do inspection, and work on production lines. Numbers reported for North & South plants (See p. 1)						

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

In first negotiations with company, when plant was organized, union agreed to wage differential in [redacted] rates. No women were employed and Mr. Donica said that they did not pay much attention to this point.

At the present time the union is putting up a fight to get equal pay principle established. The company position is that women should be paid less on production jobs than men as they bring production down. The union holds that the women do the same work as the men and that the company's claim that production came down on the Ford muffler line is due to other reasons. (Union position given in detail in union's brief following W.L.B. panel hearing).

b. **Training and upgrading opportunities:**

Women were put on men's jobs before the W.L.B. case was taken up. Now they do not put women on other jobs than they are now on. Local Newspaper carries advertisement for men workers only. Persons interved stated that women could do more jobs in the plant and that more men will be drafted.
None have been hired as yet. [redacted] Had cut in production some time ago.

Brief mailed to Mary Anderson

c. **Seniority rights:**

Same for men and women.

d. **Special activities in regard to community services:**

None. Women did not feel special need along these lines.

10. **Attitude of local union officials interviewed toward special problems of women: (Give source).** Given on P. 2

a. **Continued employment:**

b. **Equal pay**

c. **Other**

Equal pay seems to be only problem that has been thought about. Women interviewed did not seem to be conscious of any special problems other than this.

11. **Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).**

Women seem chiefly interested in pay. Some few were talking of a walk out to try to get answer from W.L.B. on equal pay case.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No
About 74 jobs classified as womens jobs byengineer employed by company

b. Men's jobs on which women are employed? Yes # No
All women's jobs were men's jobs. No women in plant before ~~WWX~~ Oct. 1943

c. Are inexperienced men and women generally started on same job?
Yes # No

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No
(2) For "men's" jobs on which women are employed? Yes # No
Engineer was employed by company Dec. & Jan. 1943 to evaluate jobs

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No

b. By bargaining? Yes No

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Women were put on men's jobs but paid 10¢ less per hour Since dispute arose over equal pay company has not transfered women to men's jobs
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.
Union position: Women not working in shop when contract signed allowing for differential in rates for men and women. Now union is fighting to get equal pay principle established.

Company position: Employment of women on men's jobs lowers production.

5. Seniority:

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide Yes If so, by sex Yes_____ No #
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No_____ Has been no rehiring done

If yes, explain:

Women not now being transfered to men's jobs although they can perform most of these jobs. Company is advertising for men workers only.

6. Placement on shifts: Number of shifts plant operates: 1 # 2_____ 3_____

a. Check shifts on which women are employed: 1st # 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Woman_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 1 hr. Women 1 hr.
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? 1 yr.
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # No women on incentive- only men on handle line are on incentive
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes # No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female * All womens jobs 10¢ lower per hour than men's
   c. Higher for female _____

(As provided in Contract.)

*Rates:	Beg. rate	After 3 mos.	After 6 mos.
Men	55¢	60¢	65¢
Women	45¢	50¢	55¢

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Everet Donica, President; John Bartee, Int. Rep.

(2) Verified by reference to contract #

(3) Contract attached to schedule

b. Date contract expires 9/5/'44

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive Barg. Agt.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes No #

(1) If not, rates: Men 55¢ Women 45¢

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

Progression is same but differential is maintained (see D-3)

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes No #

(3) By rate of job regardless of sex: Yes No #

d. Does contract openly discriminate against women: Yes # No

If so, explain:

By 10¢ differential in wage provisions

e. Mention of women in contract? Yes # No Explain:

Job & rates listed as M & F

Provision that wives/of service men will be given preference in hiring mothers & sisters

3 Seniority:

a. Provisions regarding seniority lists:

(1) by department No If so, by sex Yes____ No____
(2) plant wide # If so, by sex Yes____ No #
(3) occupation (duration) No If so, by sex Yes____ No____
(4) temporary and/or regular workers No If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No #
(3) rehiring Yes____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men____ Women____
(3) Paid for: Men____ Women____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No____

(1) Maximum length 1 Yr.
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes____ No #
If yes, state provisions.

F. War Labor Board Case

1. Title of case Noblitt-Sparks Industries, Inc., Seymour, Ind. & U.A.A.A.I.W.A., Local # 97, C.I.O. Regional number 111-4806-D

2. Status of case:

a. Pending before: Regional Board ___#___, National Board _____

b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Before negotiations started on new contract company was notified that union would ask equal pay for women. In August 1943 negotiations were begun and equal pay became an issue in dispute. Case went to W.L.B. and hearing was held.

Union & company to present briefs following hearing. allowed week to prepare &

Union position: That any lowering of production on Ford Muffler Line which company claimed was due to employment of women on line, was due to other things- the bottle neck at end of line on welding; the turn-over and presence of many new employees (more men new than women), etc.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

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EXCERPT FROM SIXTH REGIONAL WAR LABOR BOARD
Division of Information
332 So. Michigan Ave.
Chicago 4, Ill.

February 28, 1945
CR-407

RELEASE: ON RECEIPT

Noblett-Sparks Industries, Inc., Seymour, Ind., and United Auto Workers, Local 97, (C.I.O.), involving 600 workers. National Board denied company petition for review of Regional Board directive order of August 5, 1944 on issues of wage rates of female employees, vacations and time and a half for the sixth day worked in the work week.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

August 18, 1943

MORLITT-SPARKS INDUSTRIES
(Columbus, Indiana)

Case No. 6-12307

and

Local 97 - U.A.W.
Columbus Industrial Workers Union

No of Employees 2900 ?

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby partially approves the agreement between the parties submitted in application of the company dated June 10, 1943, as follows:

1) A 5¢ general increase for all supervisory and non-supervisory employees.

This Order shall be effective as of the date requested in the application except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increase approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ John Day Larkin	s/ Bertram J. Cahn	s/ Samuel C. Evett
s/ Horace M. Gray	s/ W. Homer Hartz	s/ Paul A. Givens

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

July 27, 1943

NORLETT-SPARKS INDUSTRIES
(Columbus, Indiana)

Case No. 6-12,307

and

UAW-CIO
Indiana Industrial Workers

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the incentive plan as set forth in the application of the company dated June 10, 1943.

This Order shall be effective as of the date requested in the application.

The Board which issued this Order consisted of the following members: John Day Larkin, Horace M. Gray, Lewis Long, Public Members; Samuel P. Carson, W. Homer Harta, John W. O'Leary, Industry Members; Joseph J. Kehoe, Samuel C. Evett, Rudolph Faupl, Labor Members.

s/ Robert K. Burns, Chairman

39.

No attached material

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M.Bagwell Date 4/6/'44

Plant involved American Bearings Corp.

Name, title, address of persons interviewed

Mr. John Schaff, President, 242 Massachusetts Ave., Indianapolis, Ind.

Miss Kay Parsal, union member, Lathe Dept., " " " " "

Mr. John F. Nordman, International Rep., " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.E.R.M.W.A. Affiliation C.I.O.
2. Local No. 904 Address 242 Massachusetts Ave., Indianapolis, Ind.
3. How long local organized? March 8, 1943
4. Type of worker: (1) productive #; (2) clerical ; (3) maintenance #
5. How long women members? 3/8/'43
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
American Bearings Corp.	490	190	435	190

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	None	None

9. Women's local union activities:

a. Union committees on which women serve:

Welfare Committee- Woman chmn.
Political Action Committee
Entertainment Committee

b. List other committees:

None

c. Local union offices held by women:

None. (Some ran for office but were not elected)

d. Attendance at union meetings:

Women attend well- better than men

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Mr. Schaff said that there had been no special program for increasing interest except in recreational field. Have had women's bowling league.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

No question. Women have same seniority ~~xxxmmm~~ rights as men.

b. Equal pay

State that jobs should be rated as jobs and whoever does the job gets the rates of pay for job. Has been no ~~xxxxxxxxx~~ problem about unequal pay.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant American Bearings Corp.
2. Address Indianapolis, Ind.
3. Product Brass & steel bearings of all sizes.
4. How long since union had contract in this plant: Mch. 8, 1943
5. Payment of dues: Checkoff # Steward _____ Other (specify) _____
6. How long women in this plant members of union: 3/8/'43
7. Were women employed on production in this plant in normal times: No 3/8/'43
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No _____
      No. men 4 No. women 1
   b. Labor management committees: Yes _____ No # _____
      No. men _____ No. women _____
   c. Shop steward: No. men N.R. No. women 1
   d. Grievance committees: No. men 5 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Tot	Number employed: Men	Number employed: Women	Shop stewards: Men	Shop stewards: Women	Grievance committee: Men	Grievance committee: Women
Not all depts. reported on						Not set up by Depts	
Small Lathe Dept.	25			0	1	Consists of Pres., Secy. and 3 chief stewards	

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**
Establishes rates for jobs and women get those rates same as men

b. **Training and upgrading opportunities:**
Have automatic progression on all jobs from starting to top rates.
Same for men and women

c. **Seniority rights:**
Same for men and women

d. **Special activities in regard to community services:**
Cooperates in program of State Political Action Committee- C.I.O. which includes women's problems.
Miss Persall stated that there was a need for day nurseries. Union has not taken part in anything along this line in community.

10. Attitude of local union officials interviewed toward special problems of women: (Give source). (Mr. Schaff and Mr. Nordman interviewed)

a. Continued employment:
No special problem. Seniority takes care of this. Union officers and representatives do not think of women separately in this connection as they think only of straight seniority. Of course, they expect to provide jobs for returned service men after war.

b. Equal pay
Establish rates for job and there is no question of women's rates.

c. Other
Mr. Schaff did not seem to have given much thought to special women's problems or to some ofthe community problems that affect women. Mr. Nordman said that he had just come in to Indianapolis recently and that he expected to [redacted] try to promote a program that would help to educate the union members.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).
Miss Persall said that the U.E. "did a good jobs for the women". She did not have criticisms of the program.[redacted] She said that the women did not object to working 7 days a week (56 hour week with 1 Sunday off per month) as they liked to get the overtime. Also many have sons in service and want to do all they can to help in war effort. The hours are from 7:A.M. to 3:30 p.m. on day shift and this gave time in afternoons for other things.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #_____

b. Men's jobs on which women are employed? Yes ✓ No ✗

c. Are inexperienced men and women generally started on same job?
Yes #_____ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #_____
(2) For "men's" jobs on which women are employed? Yes_____ No_____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management?* Yes #_____ No_____

b. By bargaining? Yes_____ No_____

*No question except in regard to weight-lifting. Contract provides that females are not to be required to lift heavy weights. In case of complaint this would come to union committee.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: No. All persons interveiwed state that women are upgraded same as men.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:
New workers hired to fill vacancy on any shift. Transfers are made by seniority. New employee may stay on shift hired in on. Is not necessarily transferred to night shifts after training.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

On 3rd. [illegible]

8. Lunch periods:
   a. Length of lunch period: * Men 30" (1st & 2nd. tricks) Women 30" (1st & 2nd. tricks)
   b. Paid for: Men No Women No
   c. If sex differential, give reason
On third trick provision if for 20" lunch period, six hours of work and eight hours pay

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? 6 mos.
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. John Schaff, President

(2) Verified by reference to contract #

(3) Contract attached to schedule

b. Date contract expires 3/8/'44 (New contract has been agreed to and is pending before W.L.B.)

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes # No

(2) By equal pay clause: Yes # No

(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. Mention of women in contract: Yes # No Explain:

Mentioned in equal pay clause, no discrimination clause, weight-lifting and maternity clauses

3. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men 30" - 20" (1st & 2nd tricks) - 3rd trick Women { 30" - 1st & 2nd tricks* / 20" - 3rd trick
(3) Paid for: Men No - except on 3rd trick Women No - except on 3rd. trick

On 3rd. trick provision is for 20" & six hours work and 8 hours pay

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length 6 mos.
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
1 year's service- 44 hours pay
6 mos. service- 22 hours pay
5 mos. service- credit given in following year

F. War Labor Board Case

1. Title of case American Bearings Corp. & U.E.R.M.W.A. # 904, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary # Dispute

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval ofnew contract. No major changes.
5¢ wage increase agreed on between company an union.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

40.

1. Agreement

40.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M. Bagwel Date 11/14/'44

Plant involved Sunbeam Electric Mfg. Co.

Name, title, address of persons interviewed Agreement Attached

Mr. James Payne, Field Organizer, 305 Boehne Bldg., Evansville, 9, Ind.

Miss Agnes Schenk, Financial Secy., Booster Dept., 2612 W. Virginia Ave., Evansville,12, Ind.

Mrs. Emma Lynn, Shop steward, Dept. 126,grinder operator, 704 E. Florida Ave., Evansville, Ind.

Miss Mary Sweat, Int. Rep., U.E.R.M.W.A., 305 Boehne Bldg., Evansville, 9, Ind.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.E.R.M.W.A. Affiliation C.I.O.
2. Local No. 813 Address 305 Boehme Bldg., Evansville, 9, Indiana.
3. How long local organized? Since 1941
4. Type of worker: (1) productive #; (2) clerical ____; (3) maintenance #
5. How long women members? Since 1941
6. President's name and address, if not listed above
   Charles Wright, 2224 E. Virginia Ave., Evansville, Ind.
7. Plants organized by local union:

Names	(Approximate numbers) All plant employees Men	All plant employees Women	Union members Men	Union members Women
Sunbeam Electric Mfg. Co.*	720	480	95%	95%
Faultless Caster Corp.(no contract yet)	120	180	N.R.	N.R.
Simpson Mfg. Co.	12	6 -8	12	6-8

*About 1800 workers laid off in recent cutback in this plant)

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

Not scheduled

9. Women's local union activities:

a. Union committees on which women serve:

Political Action

b. List other committees:

c. Local union offices held by women:

Financial Secy.

d. Attendance at union meetings:

Attendance is fair. Do not attend so well as men. Have other interests- U.S.O., etc. & home responsibilities and younger girls have other interests

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Tried to form a girl's council which would be responsible for women's problems but only about 18 girls responded.

One woman member was on city Child Care Committee

Monthly newspaper published and distributed by Local.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Payne said that there was no question about this- women have same seniority protection as men.
From several grievance cases related agent would judge that Mr. Payne and men officers have fought very hard to succeed in getting same treatment for women as men.

b. Equal pay

No question as to attitude of men officers as they succeeded in getting the women upgraded to jobs as machine adjusters on draw presses and also in getting equal starting rate for women in labor grade

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Sunbeam Electric Mfg. Co.
2. Address 225 W. Morgan Ave., Evansville, Ind.
3. Product Refrigeration repair service, rifle grenades, aircraft parts, boosters for shells, metal shell containers
4. How long since union had contract in this plant: 1941
5. Payment of dues: Checkoff # Steward _____ Other (specify) _____
6. How long women in this plant members of union: 1941
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # _____ No _____
      No. men 28 No. women 12
      No women on subcommittee to meet with Management

   b. Labor management committees: Yes # _____ No _____
      No. men 14 No. women 0

   c. Shop steward: No. men 29 No. women 7

   d. Grievance committees: No. men 6 No. women 1
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
		chief				
Plants are districted so that 1/steward represents each 200 workers. Also have 1 building steward in each plant						
Only 1 woman steward- in plant where more women are employed, though all plants have women.						
Grievance Committee- has members from each of 3 plants. Number- N.R.						

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**
Mr. Payne ~~said~~ mentioned one grievance which had been handled successfully which involved equal pay

Agnes Schenck and Mrs. Lynn said that women got equal pay.

b. **Training and upgrading opportunities:**
Mr. Payne said women were upgraded same as men by automatic increases but that union had had to press for upgrading women to jobs as machine adjusters

c. **Seniority rights:**
Same for men and women according to all persons interviewed.

d. **Special activities in regard to community services:**
Mr. Payne and Agnes Schenk ~~said~~ reported that one member had been on a city Child Care Committee. She is not now working in the shop, however.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Answered on p. 2

b. Equal pay

Answered on p. 2

c. Other

Mrs. Lynn, an older woman, who has been in shop about a year, said that the spirit of the U.E. was fine and that the men really fight for the women

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed thought the union program was adequate as far as they knew. They said that they had tried in every way to get the women to take more interest but that it was very hard to do.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #_____

b. Men's jobs on which women are employed? * Yes_____ No #_____

c. Are inexperienced men and women generally started on same job?
Yes #_____ No_____

*None now. Formerly machine adjusters jobs on draw presses were men's jobs and union pressed case for upgrading women and won (See clipping attached)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes #_____ No_____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Persons interviewed said that this was taken care of by automatic increases- women advance same as men

5. Seniority:

a. Are seniority lists maintained:

(1) by department # 1st If so, by sex Yes_____ No #
(2) plant wide #3rd If so, by sex Yes_____ No #
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____
(5) division # 2nd No #

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3_____

a. Check shifts on which women are employed: 1st # 2nd # 3rd_____

b. Does placement depend on seniority: Yes ✓ No #
Explain:
New workers are hired in for either shift, about as many for one as other. ~~Old~~ Older employees have their preference of shift - by seniority (p 6 Contract)

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? 1 year
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # with incentive in departments where can be worked out
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with James Payne

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires Dec. 1944 (Wage question still pending decision of W.L.B.)

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes No #

(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. ## Mention of women in contract: Yes # No Explain:

Mentioned in provisions regarding labor grades (pp. 10 & 11 of Contract)

3. Seniority:

a. Are seniority lists maintained:

(1) by department 1st. If so, by sex Yes_____ No #
(2) plant wide 2nd. If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length 1 year
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

For 2 years continuous service as of Oct. 1st. entitled to 1 week with pay
" 5 " " " " " " " " " 2 weeks " "

F. War Labor Board Case

1. Title of case Sumbeam Electric Mfg. Co. & U.E.R.&M.M.W.A.. Local 813, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board # (Contract changes) Wage question

b. Settled by: Regional Board (date) _____, National Board (date) 3/31/'43 (Contract approval)

3. Type of case: Voluntary _____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Issues do not especially affect women- separately from men.

Contract changes which were in dispute and taken to:W.L.B.:

Maintenance of Membership
Check-off of dues
Increase in wage rates to those of industry in area

5. W.L.B. Ruling:

Approved catract and ordered maintenance of membership and checkoff of dues. Wage question still pending

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

41.

1. Agreement

41

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 4/17/'44

Plant involved Briggs Indiana Corp.

Agreement Attached

Name, title, address of persons interviewed Arnold Atwood, Regional Director, Indianapolis, Ind.
Mr. Estel Ragsdale, President, 705 E. Florida Ave., Evansville, Ind.

Mr. George Falls, 2819 Oakley St., Evansville, Ind

Mrs. Genevieve Simmons, Union member, puts jigs together, 704 E. Florida Ave., Evansville

Mrs. Helena O'Bryant, Union member, Riveter, 1122 E. Walnut St., Evansville, 14, Ind.

Miss Mary Baker, Union member, Inspector, 821 N. Governor St., Evansville, Ind.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.W.A. Affiliation C.I.O.
2. Local No. 265 Address 1101 N. Evans Ave., Evansville, Ind.
3. How long local organized? 1937
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? April 1937
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	(Approximate figures) All plant employees Men	Women	Union members Men	Women
Briggs Indiana Corp.	1738	1525	1703	1494

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None

d. Other Constitution of International Union limits assessments by Int. Union to $1.00 per year. There is an assessment of $1.00 this year to be paid by June 1st.

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

Education, Political Action, Post War, Entertainment, Relief and Union Label

c. Local union offices held by women:

None. (Woman was trustee but not re-elected this time)

d. Attendance at union meetings:

Not very good attendance ordinarily but if there is an important issue to be discussed they attend well.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

No special program reported by persons interviewed.
Women's participation is thought of in terms of attendance at union meetings and activity in plant.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Falls said that women would continue to work if they had enough seniority after service men who return are taken care of. Also thinks union should plan to see that wives of service men who are killed or return handicapped are guaranteed jobs.
Mr. Ragsdale and Mr. Falls gave impression that men in union had thought that not so many women would have to continue working and that to have them go back to sewing jobs would be satisfactory. They do not know how many women actually want to keep working or how many will have to.

Women interviewed said that most of the women, they thought, from hearing them talk would want to continue working.

b. Equal pay

Men interviewed feel that women should get the rate for the job without question and said that the union sees to it that they do.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Briggs Indiana Corp.
2. **Address** 820 E. Columbia Ave., Evansville, Ind.
3. **Product** Airplane wings
4. **How long since union had contract in this plant:** June 1937.
5. **Payment of dues:** Checkoff____ **Steward** # **Other (specify)** Pay at union office
6. **How long women in this plant members of union:** April 1937
7. **Were women employed on production in this plant in normal times:** Yes
   About 200 were on ~~seniority list~~ women's seniority list
8. **Women's union activities in this plant:**
   a. **Contract or bargaining committees:** **Yes** # **No**____
      No. men 5 **No. women** 0
   b. **Labor management committees:** **Yes**____ **No** #
      No. men____ **No. women**____
   c. /**Shop steward:** **No. men** 90 **No. women** 1
      Chief
      Line stewards " " 200 " " 0
   d. **Grievance committees:** **No. men**____ **No. women**____
      No separate committee- only one Shop or Bargaining Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R.			Chief stewards elected to represent all departments Line stewards appointed by chief shop stewards			

e. **Other union committees in plant; their functions; and state if women are members:**

None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Mr. Falls said that union sees to it that the women do get the rate of the job
Women interviewed said this also

b. **Training and upgrading opportunities:**

Mr. Ragsdale saidthat they had not had to take up any complaints for women for not being upgraded.
Women interviewed did not complain of this but did not report that women were upgraded to better paying jobs.

c. **Seniority rights:** Mr. Atwood stated that there should be one plant wide list. He thought this only way to avoid troubles as per issued at Chrysler
Persons interviewed reported at first ~~reported~~ that women had same seniority as men but differed in their interprestation of contract clauses. Mr. Falls thought that the union would be able to see that women had the right to jobs in other than the sewing department (See Contract- pp. 9 & lo)
Women interviewed seemed to be not too concerned over fact that contract provided that seniority return to original status at expiration of war work which gave them seniority in sewing only. Women interviewed were in that department before the war so would have jobs. They stated, though, that they thought most of the women talked as though they wanted to keep working.

d. **Special activities in regard to community services:**
Union is very actively fighting for better transportation facilities in Evansville. Have been on radio on this connection.
Have taken up the matter with their state Political Action Committee and have had reply from Walter Frisbee, Chmn. in Indianapolis promising action from the State Committee (U.A.W.A.)

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
(See p. 2-11a)

b. Equal pay
(See p. 2-11b)

c. Other
Mr. Ragsdale said that the union was starting an educational program. Has not thought of women's special interests so much.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed seemed to have accepted the provision in contract that they would go back to sewing department after war. They worked in that department so have protection. They thought union was seeing to it that they had the same seniority protection as the men at present time.

Mrs. Baker reported that something needed to be done about some of community problems- transportation being the worst and getting banks to adjust thier hours was another need which she felt important.

Mrs. O'Bryant (former shop steward and attended last U.A.W.A. Convention) said that she had been very active in the union and tried to do all that she could to push things for the women but that there had been some friction and the women had decided to "leave it to the men."

C. **Plant Practices:** (Productive workers)

1. **Are there any:**

   a. **So called "women's jobs"?** Yes_____ No #_____

   b. **Men's jobs on which women are employed?** Yes_____ No # - except in some cases where job has been men's job because it was too heavy for woman. Have had some complaints to handle when company put woman on a job that was too hard for her.

   c. **Are inexperienced men and women generally started on same job?**
   Yes #_____ No_____

2. **Is a formal job evaluation procedure used in setting rates for all jobs in plant?** (1) Yes_____ No #_____
   (2) **For "men's" jobs on which women are employed?** Yes_____ No_____

3. **How is comparability of women's work on men's jobs determined:**

   a. **By decision of management?** Yes #_____ No_____
   Goes to union if there is complaint*

   b. **By bargaining?** Yes_____ No_____

   *Have been some cases where women refused to do job because it was too hard and men complained, saying that they were getting same pay.

4. **Cite various opinions as to whether majority of women are kept at lower paid job longer than men:**

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

   Persons interviewed did not think women were kept on lower paid jobs longer than men.

5. Seniority:

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes____ No____
(5) division-* # " " " " Yes____ No #

If by sex, explain:
Seniority is by division now but at end of war returns to original status which was by departments. Women had seniority among themselves in sewing department

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3_____

a. Check shifts on which women are employed: 1st # 2nd # 3rd_____

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women* No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

Women had 15" rest periods before went to jobs outside of sewing— When put on same jobs as men this eliminated—

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? 6 months- Can be extended
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with George Falls & Estel Ragsdale

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires Nov. 13, 1944

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes # No

(3) By rate of job regardless of sex: Yes No # except that has provision for same minimum rate

d. Does contract openly discriminate against women: Yes # No

If so, explain:

In clause (Contract p. 9) which says that seniority will return to original status at end of war. This will limit women's seniority to sewing jobs. However, Mr. Falls thought that the clause (Article 4, Section 1) would hold in so far as hiring new workers from the outside was concerned.

Women expect & understand that they are to go back to sewing.

e. Mention of women in contract: Yes # No Explain:

Equal pay clause (p. 8 of Contract)

Rest periods (p. 15 of Contract) are to be taken by women only when necessity requires and at a time which will least interfere with production Interpretations of Contract changes (p. 39 of Contract) giving opinion of union on rest periods for women and referring to Michigan law & "recommendatio of Dept. of Labor

3. **Seniority:**

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____
(5) division # Yes_____ No #

If by sex, explain:

At present time provision is by division. After war returns to original status ~~xxxxxxxxxx~~ which prevailed on Jan. 30, 1942 (p. 9 of Contract)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. **Working Conditions:**

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men 30" Women 30"
(3) Paid for: Men No Women No

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No #
If yes, state provisions.

F. War Labor Board Case

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

42

1. agreement

42

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 4/19/'44

Plant involved Republic Aviation Corp.

Name, title, address of persons interviewed Agreement attached

Mr. Donald Scales, President, 1804 Harding Ave., Rte. 8, Evansville, Ind.

Miss Loretta Durham, Rec. S cy., turret lathe operator, 32 W. Iowa St., Evansville, Ind.

Miss Velia Ewers, Financial Secy., spot welder,

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.W.A. Affiliation C.I.O.
2. Local No. 492 Address Boehne Bldg., Evansville, Ind.
3. How long local organized? 1942
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Nov. 1942
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees (Approximate figures)		Union members	
	Men	Women	Men	Women
Republic Aviation Corp.	4000	4000	1950	1950

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	All members are being assessed this year by the International Union- $1.00 to be paid by June 1st. for post war fund.	

9. **Women's local union activities:**

a. **Union committees on which women serve:**
None

b. **List other committees:**
None

c. **Local union offices held by women:**
Recording Secy.
Financial Secy.
Guide
Delegate to State Industrial Council

d. **Attendance at union meetings:**
Women attend well.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

Persons interviewed did not reporta ny special program they had had to try to reach women - except recreational activities.

11. **Attitude of local union officials interviewed toward:**

a. **Continued employment of women:**
Have same seniority as men so will continue to work if there are enough jobs.

b. **Equal pay**
Rates are same for men and women. Promotions made by seniority.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Republic Aviation Corp.
2. Address Evansville, Ind.
3. Product Thunderbolt fighter planes
4. How long since union had contract in this plant: Jan. 1944
5. Payment of dues: Checkoff____ Steward # Other (specify) Pay at union office
6. How long women in this plant members of union: Nov. 1942
7. Were women employed on production in this plant in normal times: New plant built since war
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No____
      No. men 7 No. women 0
   b. Labor management committees: Yes____ No #
      No. men____ No. women____
   c. Shop steward: No. men 70 No. women 5 - 6
   d. Grievance committees: No. men____ No. women____
      No separate committee
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R.						

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Demands same rates for women as men. Persons interviewed said that women do get same rates as men.

b. **Training and upgrading opportunities:**

Neither men nor women are promoted from lower to top rates of brackets. Mr. Scales said that the union was fighting this case and it is issue before the W.L.B. now. Company uses job evaluation plan to classify workers and refuses to let union see plan.

Loretta Durham, a milling machine operator in the machine shop reported that her foreman told her that if she learned to do her own set up she could be put in grade 6 instead of 8 but that when she did learn he told her that she couldn't as only men were put in grade 6.

c. **Seniority rights:**

Men and women have same seniority rights. None of persons interviewed reported any difference between men's and women's seniority.

d. **Special activities in regard to community services:**

None reported.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mr. Scales said that this would be according to seniority. Women have same seniority as men.

b. Equal pay

Mr. Scales said that the rates were same for men and women but that he was having trouble with the company to get people promoted from lower to top rates in bracket within job classifications. This affects men and women.

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Miss Durham & Miss Ewers said that the union had done so much to improve conditions but that many women do not attend meetings and do not understand what the union does do. They do not seem to have thought through of ways in which the union could reach the women or of the need for program other than to handle grievances and wage questions.

C. Plant Practices: (Productive workers).

1. Are there any:

a. So called "women's jobs"? Yes_____ No #

b. Men's jobs on which women are employed? Yes_____ No #

c. Are inexperienced men and women generally started on same job?
Yes_____ No_____

No "man's jobs" or "women's jobs" on job and rate sheet but in practive in machine shop there are jobs which women could do but they are not ppgraded to these jobs (See p. 4-9-b, case of Loretta Durham)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No_____
(2) For "men's" jobs on which women are employed? Yes_____ No_____

Job evaluation plan used to evaluate people and not jobs, Miss Durham said. Mr. Scales saidthat the company used it to hold majority of workers in lower end of bracket within job classifications and they had trouble getting promotions to top rates. Is an issue before the W.L.B.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mr. Scales saidtha the company has not attempted to discriminate against women in this way.

5. Seniority:

a. Are seniority lists maintained:

(1) by department 2nd. If so, by sex Yes_____ No #
(2) plant wide 3rd. If so, by sex Yes_____ No #
(3) occupation 1st. If so, by sex Yes_____ No #
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3_____

a. Check shifts on which women are employed: 1st # 2nd # 3rd_____

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence #
      (1) If yes, what is time limit? 12 weeks-Can be extended
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) #-5 days after 1 year for service and on prorata basis for less than 1 year's service No _____
      (Contract- pp.39 & 40)

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Donald Scales

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires January 1945- automatic renewal unless either party gives 30 day notice of desire to change or terminate

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive bargaining agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No #

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No #

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: Yes # No_____

(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #

If so, explain:

e. ~~No~~ Mention of women in contract: Yes # No_____ Explain:

Equal Pay Clause-(p. 41 of contract)

3. Seniority:

a. Are seniority lists maintained:

(1) by department 2nd. If so, by sex Yes_____ No #
(2) plant wide 3rd. If so, by sex Yes_____ No #
(3) occupation 1st. If so, by sex Yes_____ No #
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Woman_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length For illness- 12 weeks- Can be extended
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
For 1 year of service entitled to 5 days vacation pay in any one year
For less than 1 year's service, vacation pay allowed on pro-rata basis
(Contract pp. 38-39)

F. War Labor Board Case

1. Title of case Republic Aviation Corp. Indiana Division, & U.A.W.A., Local Union 492, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board #_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

No issues affecting women separately from men.

Provisions in 1944 Agreement were agreed upon between union & company. Union request for maintenance of membership, check-off of dues and wage increase are before the W.L.B.

Mr. Scales reported that the wage issue involved job classifications. Union wants jobs classified xxxxxxxxxxxxxxxxxxxxxxxxxxxx according to skill required rather than on job evaluation plan used by company now.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

a Radio plant in Ill. (Belmont Radio)

Winders
Starting rate - Women 51¢ Men - 55¢
4 wks " 55 " 59
Standard " 61 " 65
Top. " 71 - 73

RCA - Indianapolis, Indiana

Drill press - women top 70¢
men top 80¢

Assembling - Coils
Metal Arm Brads - soldering, punch press,
Insulation - 65¢
Men - similar work in other products - same -
Separate work - 75¢
Guaranteed base rate.
Piece rate - same

From City Ordinance

Tool Inspector of tools room - $1.25 ✓ ✓ Machinists
66 ½ Girls

Given to Mother Lyden Berg - CTC
Ct. 558
1/8/45

43.

1. Clipping from Labor's Voice "CIO Investigating loss of Chrysler War Work"
2. Agreement

43

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 4-20-44

Plant involved Chrysler Corp.

Agreement Attached

Name, title, address of persons interviewed Mr.Kermit Sparrow,Pres.,509 W.Louisana St., Evansville, Ind.

Mr. John Sterneman, Financial Secy.,Boehne Bldg., Evansville, Ind. (Also President of Evansville Induatrial Union Council, C.I.O.)

Mrs. Mildred Falls, Union member, 2819 Oakley St., Evansville, Ind.

Mrs. Genevieve Simmons,/704 E. Florida St., Evansville, Ind.
union member

Mrs. Juanita Ragsdale, Union member, works in Primer Invert- Restricted Area, 705 E. Florida St., Evansville, Ind.

Mrs. Pearl Patton,union member,Primer Dept.,638 Taylor St., Evansville, Ind. (Laid off, unemployed but looking for work)

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 705 Address Boehne Bldg., Evansville, Ind.
3. How long local organized? 1937
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? June 1942
6. President's name and address, if not listed above
7. Plants organized by local union: (Approximate figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Chrysler Corp.	2700	1300	2100	1200

(At peak there were about 12000 employees and in normal times 900)

8. Union cost to worker:

	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues (specify period covered)	$1.00	$1.00
c. Fines (" what for)	None	None
d. Other Assessment by Int. Union for year-	$1.00	$1.00

9. Women's local union activities:

a. Union committees on which women serve:
None other than Recreation & Dance Committees
Women reported to be reluctant to accept jobs. Get nominated but decline.

b. List other committees:
Education
Recreation
Political Action
Credit Union

c. Local union offices held by women:
Delegate to/Industrial Union Council
Evansville

d. Attendance at union meetings: Poor.
Fair. If there is issue to be discussed of importance they attend pretty well
When the lay-off was discussed the hall was packed.
Ordinarily there are about 12 women and 50 men at meetings.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Nothing reported ex cept recreational activities- Bingo, etc.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
Mr. Sterneman said that he thought many women would not want to work. Does not know how many women will want to or have to continue working
Mr. Sparrow said he did not think there would be any women in the plant if they converted to regular peace time work as done before the war (Assembly of Plymouths) He said that the work was not work that women could do. Also he said that women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with seniority to fill the jobs.

b. Equal pay
Mr. Sterneman said that they established rates by the job and that women receive that rate.

Queen of Evansville's War Industries To Be Selected!

Who is the girl in Evansville war plants with the most pleasing personality?

The CIO Club, 707 Old National Bank Building, in conjunction with sponsoring the Royal American Shows, April 26 through May 7, will endeavor to find her. All plants may enter this contest. Each vote will cost one cent (1c), and one hundred votes are necessary to make an entry. The winners in each plant will be given a $25 war bond, and the gross amount of votes in each plant will be placed for their entry into a city contest.

The winner of the city contest will be crowned Queen of the Evansville War Industries at the Royal American Show during the first week in May, and will receive three $100 war bonds, a gold trophy, and a complete dress ensemble. Second place winner will receive a $100 war bond. The third place winner will receive a $50 war bond.

Entries for this contest must include the following information: name, address, name of plant, age, and type of work entry performs at that plant.

In mailing entries, they must be accompanied by a minimum of $1.00 for one hundred votes. Entries may be mailed beginning Friday, April 7, to the CIO Club, 707 Old National Bank Building.

THE OTHER SIDE OF THE NEWS

LABOR'S VOICE

Sponsored By

EVANSVILLE INDUSTRIAL UNION COUNCIL

2

Vol. I — EVANSVILLE, INDIANA, FRIDAY, APRIL 7, 1944 — No. 7

CONTRACTS SOUGHT

...Organized Labor

CIO Investigating Loss of Chrysler War Work

Faced with the problem of drastic cutbacks at Chrysler and Sunbeam and further lay-offs contemplated at Chrysler, the CIO has started a campaign to obtain new war contracts.

A committee composed of representatives from each CIO union has been organized and is beginning to swing into action. At their first meeting they were fortunate in having Mr. William Abel of the War Production Board present. Mr. Abel, a member of the United Rubber Workers Union, is the CIO representative of the WPB and assured the committee that he would give every assistance in obtaining new contracts for CIO plants.

The committee strategy is: 1. Throw the spotlight of publicity on the curtailment of small arms and find out why older, less efficient plants near the coast are receiving all the work, while more efficient centrally located plants are going down. 2. In the event that small arms production is not in the cards for Evansville, to obtain other contracts to keep these plants in operation.

Congressman Charles M. LaFollette has been contacted about small arms contracts and promised his cooperation. He has also enlisted the support of Senator Homer Ferguson of the Truman Committee, who has promised a thorough study of the situation by that group.

The services of Mr. Abel are proving very valuable, in seeking new contracts. He is in close contact with a committee in Washington composed of labor representatives, who are assisting unions involved in cutbacks to obtain new contracts. They have already furnished the committee with information concerning a contract available. It is being care-

(Continued on Page 8)

CIO Beats Seven Year Old Company Union

PHILADELPHIA (FP) — In one of the largest NLRB elections of its kind, employes of the Philadelphia Transportation Co.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Chrysler Corp.
2. Address Stringtown Rd., Evansville, Ind.
3. Product Normal times- Assembly of Plymouhts . War product- steel & brass cases for ammunition (now discontinued except for order which came in for repacking some shells)
4. How long since union had contract in this plant: 1937
5. Payment of dues: Checkoff ____ Steward # Other (specify) Pay at union office
6. How long women in this plant members of union: June 1942
7. Were women employed on production in this plant in normal times: Few- on sewing
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No 0
      No. men 6 No. women 0
   b. Labor management committees: Yes # No ____
      No. men 3 No. women 0
   c. Chief Shop steward: No. men 10 No. women 0
      This number reduced since lay-off and will be reduced further
   d. Grievance committees: No. men ____ No. women ____
      No separate committee
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R.						

{ 45 cal. small arms ammunition discont.

e. **Other union committees in plant; their functions; and state if women are members;** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Women get rates for job same as men . All persons interviewed stated this.

b. **Training and upgrading opportunities:**

Upgrading done on merit, ability and seniority. Mrs. Ragsdale said that she had heard of no complaints from women in this connection.
Mrs. Pearl Patton also said that she did not know of any complaints that women were not upgraded.
Mr. Sparrow said that there were more jobs that women could do if there had been enough of a labor shortage to make it necessary to put women on them. (No women were in gage and none were machine adjusters)

c. **Seniority rights:**

Same for men and women. Problems affect men and women same. ([redacted])
Mrs. Patton said that she would have lost her seniority when she was out sick if the union had not fought [redacted] to see that her case was handled fairly. She said she worked with so much speed, being constantly pushed by spervisor, that she got sick and asked the foreman for sick leave. After she left she learned that he had reported that she had quit to get other work. Through the union she got her sick leave pay and also kept her seniority.

d. **Special activities in regard to community services:**

None reported

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p.2)

b. Equal pay

See p. 2)

c. Other

Mr. Sterneman said that men in plant rather resented women coming in plant at first.

Mr. Sparrow said that most of the women were women who were there for the money and that they were not interested in other things. He aiad that they knew the women would be there only for the duration, He did not seem to have ~~thought~~ considered the women as possible leaders in the union at all.

part-time work too hazardous for woman

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mrs. Ragsdale felt that the men were not concerned about the women's problems in the plant. She said that there should be women stewards and that the men stewards they had had in her department did not do anything for them. She said that the women were like herself,"dumb" and they did not understand the contract, how the seniority provisions worked out, etc. She is a very bright young women. Agent told her of plan U.E. representative had reported for St. Louis region (women to be elcted by various departments in plants and sent to school with time paid for---) She thought that would be excellent that women would respond and that it would make a great difference in the plant to have ######### women who had had some training come back in plant and take more active part.

Mrs. Patton said that the women did not take as active part at meetings as the men. She felt that the union had done a wonderful thing by having an agreement which took care of seniority as there would have been so much partiality shown if there had been no union when the lay-off came. She said that the union gave her so much more help than the Red Cross did when there was a flood here which rose nearly to the ceiling of her home.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"?* Yes_____ No #____ both

b. Men's jobs on which women are employed? Yes ✓ No 0

c. Are inexperienced men and women generally started on same job?
Previous to lay-off visual inspection & machine tenders jobs were women's but since lay-off men had bumped into those departments and now both men and women do these jobs. Yes #____ No_____

*Jobs were not classified as men's or women's jobs but women were started mostly as inspectors and machine tenders.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #____ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

None off persons interviewed felt that women were kept on lower paid jobs longer than men. Women did not have enough seniority andnot enough men had been drafted to open up some jobs that they could have been trained to do.

REPRODUCED AT THE NATIONAL ARCHIVES

5. Seniority:

a. Are seniority lists maintained:

(1) by department 1st If so, by sex Yes____ No #
(2) plant wide No If so, by sex Yes____ No____
(3) occupation No If so, by sex Yes____ No____
(4) temporary and/or regular workers No If so, by sex Yes___ No___
(5) division 2nd " " " " Yes___ No #

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No # ([redacted])
(3) rehiring Yes____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes # No____
Explain:
Older employees have preference of shift

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men____ Women____
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

REPRODUCED AT THE NATIONAL ARCHIVES

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence 4
      (1) If yes, what is time limit? 1 year
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No 4

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

REPRODUCED AT THE NATIONAL ARCHIVES

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with John Esterman , Kermit Sperrow

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires May. 30.1944

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive Barg. Agt.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No #

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No # (Is issue before W.L.B.

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: Yes_____ No #

(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #

If so, explain:

e. No Mention of women in contract: Yes_____ No #_____ Explain:

REPRODUCED AT THE NATIONAL ARCHIVES

3 **Seniority:**

a. **Are seniority lists maintained:**

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers NO If so, by sex Yes_____ No_____
(5) division Yes Yes_____ No #

If by sex, explain:

Employees with seniority prior to Jan. 1, 1938 (no women in plant) have seniority over those hired after that date.

b. **Are women discriminated against in any of the following provisions:**

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

(Employees having seniority prior to Jan.1,1938 have seniority over those hired after that date-
(PP. 24,25 of Contract)

4. **Working Conditions:**

a. **Does contract provide rest periods:** Men No Women No

b. **Contract provision for lunch period:**

(1) No provision_____ when on 3
(2) Length of lunch period: Men 15" shifts Women 15" when on 3 shifts
(3) Paid for: Men Yes Women Yes

X c. **Does contract provide leave of absence for illness or other similar good cause:** Yes # No_____

(1) Maximum length 1 yr.
(2) Length of service necessary to get maximum None stated

d. **Does contract provide for paid vacations:** Yes_____ No #
If yes, state provisions.

F. War Labor Board Case

1. Title of case Chrysler Corp. and U.A.A.A.I.W.A.- C.I.O. Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board #_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Contract changes:

Transfers, pay for 3 hours reporting time, time and one half for 6th. consecutive day worked in a week and wage increase for employees on payroll prior to June 2, 1941.

No issues affecting women separately from men

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

44

1. Agreement

44 V

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date May 8, 1944

Plant involved U. S. Rubber Co., Indianapolis Plant

Name, title, address AND DEPARTMENT of persons interviewed Agreement Attached

William Jelf, President, Pipe Shop, 630 E. Georgia Ave., Indianapolis, Ind.

Miss Irma Jean Cornell, Shop Steward, Airplanes, 401 S. Arlington, " "

Mrs. Gainnes Witt, union member, Bicycle Tube Dept., 548 Fletcher, " "

Miss Julia McGuirk, Tube Finish Dept., Trustee, 630 E. Georgia Ave., " "

Mr. C. M. Ferguson, Executive Board Member, Pipe Shop, 638 Georgia Ave., " "

Miss Eula Ellis, former shop steward, Auto Tube Dept., 2127 Singleton, " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.R.W.A. Affiliation C.I.O.
2. Local No. 110 Address 630 Georgia Ave., Indianapolis, Ind.
3. How long local organized? Since 1937
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Since 1937
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
U.S. Rubber Co., Indianapolis Plant	920	1380	920	1380

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

9. **Women's local union activities:**

   a. **Union committees on which women serve:**
   Entertainment Committee - 6 - 8 women members

   b. **List other committees:**
   None

   c. **Local union offices held by women:**
   None

   d. **Attendance at union meetings:**
   Average 10 - 15 women (Men average aronnd 100) per meeting

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**
   Have not done anything especially to interest woman. Now beginning to plan social affairs for members.

11. **Attitude of local union officials interviewed toward:**

   a. **Continued employment of women:**
   Mr. Jelf thinks women will continue to work in plant but not as large a number as at present as service men will return to jobs.
   Mr. Ferguson expressed the feeling that women should continue to work on women's jobs. He thinks that women are doing jobs that are too hard for them now.

   b. **Equal pay**
   Mr. Jelf though that there should be a rate for the job and that women should get the same rate as the men.
   Mr. Ferguson thought that women should be paid the same rate as men when they went on the men's jobs as the company would hire more women if the rates were lower and the men would be out.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant U. S. Rubber Co., Indianaplis Plant
2. Address 549 E. Georgia, Indianapolis, Ind.
3. Product Auto & truck tires & tubes, bicycle tires, fuel cell tanks for airplanes, ferry tanks.
4. How long since union had contract in this plant: 1937
5. Payment of dues: Checkoff_____ Steward_____ Other (specify) Pay at union office
6. How long women in this plant members of union: 1937
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No_____
      No. men 7 No. women 0
   b. Labor management committees: Yes # No_____
      No. men 6 No. women 2
   c. Shop steward: No. men 90 (Approx.) No. women 1
   d. Grievance committees: No. men_____ No. women_____
      No separate Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Airplanes	6	31	0	1	Executive Board is Grievance Com.	
Pipe Shop	N.R.	0	1	-		
Finish Dept. (Auto tubes)	10	25	1	0		
Bicycle tubes	2	28	1	0		
Total number of Depts.--------- 32			(1 steward for each dept. on each shift)			

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Has established same base rates for men andwomen on all jobs but starting rate and automatic progression is lower for women. -Jelf & Cornell

Miss Cornell feels that union could get extra bonus for women as well as men who work on female jobs on third shift. (This provision was made when women worked only on Shifts 1 & 2 and men had to do those jobs on 3rd.)

Miss McQuirk reported that rate had been cut on scrap (sorting, separating fabric from rubber) when women went on this work which was formerly done by men. Is now job most women start in on as new inexperienced employees. She said union did not prevent this.

b. Training and upgrading opportunities:

Very little training and upgrading done, men or women.
Women are on most jobs they can do. Men's jobs are too heavy for women.
Women have already been put on some jobs that are really too heavy for them.
No changes have been made in jobs as women are put on them. -Cornell

Other persons interviewed said no upgrading could be done — 4 or 6 jobs rated about the same & additional men's jobs for women which might pay more are too heavy for women.

c. Seniority rights:

All persons interveiwed said that seniority rights are the same for men and women. However, there are men's jobs & women's jobs & lists are kept by sex. This does not indicate discrimination against the women as they get the same seniority rights as men when put on men's jobs.

d. Special activities in regard to community services:

None. Yet about 85% of women are married and community problems are thought to affect union activities though this is not whole reason why women do not participate more.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p/ 2)

b. Equal pay

See p. 2)

c. Other

Seem to recognize that very difficult problems exist outside plant for the women but do not seem to have thought of this as union responsibility.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Miss Cornell thinks that union is strong enough to demand other things that would benefit women, the night shift bonus, equal starting rate.

Mrs. Witt thought that the union had done much for them workers in this plant but she is on 2nd. shift and cannot attend meetings. She thinks that "men should get more pay".

Julia McGuirk and Eula Ellis both think that the union is not doing very much for the members now. They say that the Woman Counsellor was put in the plant to kill the union and that the union President is weak and he works with the Counsellor. They say that grievances are not handled through the union but go through the counsellor. They think that the Grievance Committee does not demand and secure gains from the company as it should. However, they say, that the women are not active and it is very hard to get them active. Place most of blame on President — "union used to be very good"

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____
Women on about 25% more men's jobs than before the war.

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

Men are started on the job (trained on the job). Women are started usually on scrap and then transfered to other jobs.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

If there is a complaint after worker put on a job by management it comes to union committee

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mr. Jelf said that majority of women were on base rates around $1.06 and majority of men around $1.56. He said that much of the work was too heavy for women.

Miss Cornell said that the reason the men were on higher rates was because of the jobs being too heavy for women. No women are in the mill room but they are in most departments in plant. They are on about 25% more men's jobs than before the war.

All persons interviewed said that most of women on men's jobs were doing work too hard for them. Julia McGuirk thought that changes could be made in the jobs so that they could be handled easier.

All persons interviewed thought that the division of jobs by sex was on a basis of ability to do the job. The men's jobs are too hard and heavy for the women.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
(2) plant wide If so, by sex Yes No
(3) occupation If so, by sex Yes No
(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:
List by sex due to fact that there are women's jobs and men's jobs. But as women go on men's jobs they have the same seniority with the men.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes No #
(2) lay-off Yes No #
(3) rehiring Yes No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No
Explain:
Sen/ir employees entitled to preference of shifts. New employees hired and trained on first shift and then transferred to shift needed on.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men Women
c. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods:
   a. Length of lunch period: Men 24" Women 24"
   b. Paid for: Men Yes Women Yes
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence Given in individual case
      (1) If yes, what is time limit? No definite time (Has been given up to 1 yr.)
      (2) Are seniority rights retained? Yes # No _____
      (6) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # Hourly (Base rate plus incentive)
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with William Jelf & C. M. Ferguson

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires May 1, 1944

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #

(1) If not, rates: Men [illegible] Women [illegible]

b. Automatic progression policy: Yes _____ No #

(1) If such policy, same for women as for men: Yes _____ No _____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": * Yes # No #

(2) By equal pay clause: * Yes # No _____

(3) By rate of job regardless of sex: Yes _____ No #

*When working on male jobs"

d. Does contract openly discriminate against women: Yes # No _____

If so, explain:

Provides that men working on female jobs on 3rd. shift shall be paid 10¢ above female rate for job. (P. 18 of Contract)

When this was begun there were no women on 3rd. shift and men had to do women's jobs on this shift.

e. Mention of women in contract? Yes # No _____ Explain:

Equal rate of pay provided for women on men's jobs (p. 17 of Contract)

Provides 10¢ bonus for men working on women's jobs on 3rd. shift (P. 18 of Contract)

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS [redacted]:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary (DURATION) and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

Employees having 1 year's seniority and less than 5 year's seniority are entitled to 1 week's vacation pay at 2% of their earnings for the year

Employees having 5 year's seniority entitled to 2 week's vacation pay at 4% of their earnings for the year. (pp. 29-30 of Contract)

F. War Labor Board Case (Report on W.L.B case not clear. Jelf is new and others did not know)

1. Title of case U. S. Rubber Co., Indianapolis Plant & U.R.W.A., Local 110, C.I.O. Regional number 4

2. Status of case:

   a. Pending before: Regional Board_____, National Board_____

   b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

   (Contract)
   Approval of agreement between parties
   Have been no issues specially affecting women.

5. W.L.B. Ruling:

   Approved Contract

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Women reported that had had wage increases thru union.
Did not involve equal pay —

45

1. Agreement

45

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 5-17-'44
Plant involved Pierce Governor Co.
Agreement Attached

Name, title, address AND DEPARTMENT of persons interviewed

Mr. Robert Crouse, President, Florida Pike, Anderson, Ind.

Mr. Bert Helms, Fin. Secy., 1706 Ohio St., " "

Mrs. Philomena Moore, Alternate Shop Steward, Drill press operator, Rte. 9, Lindberg Rd., Anderson, Ind.

Mrs. Flo Hawes, milling machine operator, 2503 Central Ave., Anderson, Ind.

Mr. T. L. Gillespie, Financial Secretaries, 1706 Ohio St., " "
" Bert Helms,

" Bob Wilson, Chmn., Bargaining Committee, 1515 Walnit St., " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.W.A. Affiliation C.I.O.

2. Local No. 940 Address 1706 Ohio St., Anderson, Ind.

3. How long local organized? Since March 1942

4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #

5. How long women members? 1942

6. President's name and address, if not listed above

7. Plants organized by local union:

Names	(Approximate Figures) All plant employees Men	Women	Union members Men	Women
Pierce Governor Co.	260	390	125	300

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other Assessment by International Union-	$1.00 per yr.	$1.00 per yea

9. **Women's local union activities:**

a. **Union committees on which women serve:**

Mr. Crouse said that there were no committees other than the Bargaining Committee

b. **List other committees:**

None

c. **Local union offices held by women:**

None

d. **Attendance at union meetings:**

Poor except when there is issue affecting them. Recently question of proper caps and replacement cost was discussed and they attended because they were very interested in the matter.
(After one girl scalped in plant company furnished caps but would not replace. Cost was $1.25 for felt hat and to clean cost 50¢.)

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

Mr. Crouse ~~exidentixxhadxnot~~ seemed not to have thought of women except with regard to getting them in the union. Did not seem to expect much participation or to think it was very necessary.
Gillespie, Helms & Wilson reported nothing in this connection. Did not seem very interested in having women participate or to think it neecessa
Flo Hawes said men did not want them to be stewards and would say, "You think I want a woman to represent me". She said if women were active the men just called them "hot-heads".

11. **Attitude of local union officials interviewed toward:**

a. **Continued employment of women:**

Mr. Crouse said that women would stay in plant if they accumulated enough seniority and were not let out because of the number of military men returning to their jobs. Other men interviewed did not express themselves on this point. Flo Hawes and Philomena Moore said that the men did not want them in the plant and that some men expected them to go out as soon as the armistice was signed.

b. **Equal pay**

Mr. Crouse said that he thought women should get the same pay as the men for the same work done. ~~Xhexx~~ He said that when ~~xhexxhe~~ the company began to put women on mens jobs in 1943 the union demanded equal pay by rate of job and secured this agreement from company.
Bob Wilson said that they had not allowed the rate of the job to be cut when the women first came into the plant and the classification of certain jobs as women's jobs was done. Agent thinks men interested only in keeping rate of jobs up to protect themselves.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Pierce Governor Co.
2. Address 1625 Ohio Ave., Anderson, Ind.
3. Product Governors for autos, tanks, tractors, trucks, bomb sights
4. How long since union had contract in this plant: Since 1942
5. Payment of dues: Checkoff _____ Steward # Other (specify) Pay at union offic
6. How long women in this plant members of union: Since 1942
7. Were women employed on production in this plant in normal times: No
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No _____
      No. men 5 No. women 0
   b. Labor management committees: Yes _____ No #
      No. men _____ No. women _____
   c. Shop steward: No. men 10 No. women 0
   d. Grievance committees: No. men _____ No. women _____
      No separate committee
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Milling Machines	10	6	For this zone, not just that dept. 1	1		
Screw Machines	35	7	N.R.	N.R.		
Drill Press	25	50	1	0		
(Other depts.- N.R.)						

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:
Mr. Crouse said that the Union has maintained rate of job for women on men's jobs. Women's jobs were so classified when women first went into plant and rate of job was not allowed to be lowered. Purpose of men, however, seems to have been to protect the rate because they expect to be back on these jobs and not because they were so interested in women having equal pay. Flo Hawes said that men in shop would say "You will be sorry you have got the equal pay", "You get same pay so you must do the job", etc. All men and women interviewed thought the women were doing work that was too heavy. They also thought that re-engineering could be done but that the company probably would not do it. (See back of p.

b. Training and upgrading opportunities:
No upgrading with to men's jobs until 1943. Women's jobs all carried same hourly rate. Now women can bid on all men's jobs as vacancies occur and they are posted in plant. If no women bid then company hires new workers from outside. -Mr. Crouse.
Wilson said that when the present contract was negotiated they were able to eliminate the A, B & C grades within the job classifications which helped the women as most of them had been kept in C grade. To get rid of this plan they had agreed to the present wage payment plan (pp. 16-19 of Contract)

c. Seniority rights:
Seniority same for men and women- by department. -All persons interviewed reported this.

d. Special activities in regard to community services:
Mr. Crouse reported no activities in regard to community services. He seemed not to have thought of anything in this connection as a responsibility of the union.
Local is not affiliated with Madison County Council- C.I.O. which has been active on community services.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

-

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed said that the union had increased their wages since they began work in plant. They said that the men committeemen did not try to do anything for the women. One reason women are not more active is the fact that the men have resented the women. However, there has been some improvement since the time they went into the plant.

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:
Mr. Crouse said that the Union has maintained rate of job for women on men's jobs. Women's jobs were so classified when women first went into plant and rate of job was not allowed to be lowered. Purpose of men, however, seems to have been to protect the rate because they expect to be back on these jobs and not because they were so interested in women having equal pay. Flo Hawes said that men in shop would say "You will be sorry you have got the equal pay", "You get same pay so you must do the job", etc. All men and women interviewed thought the women were doing work that was too heavy. They also thought that re-engineering could be done but that the company probably would not do it. (See back of p.

b. Training and upgrading opportunities:
No upgrading of women to men's jobs until 1943. Women's jobs all carried same hourly rate. Now women can bid on all men's jobs as vacancies occur and they are posted in plant. If no women bid then company hires new workers from outside. -Mr. Crouse.
Wilson said that when the present contract was negotiated they were able to eliminate the A, B & C grades within the job classifications which helped the women as most of them had been kept in C grade. To get rid of this plan they had agreed to the present wage payment plan (pp. 16-19 of Contract)

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Mr. Crouse reported no activities in regard to community services. He seemed not to have thought of anything in this connection as a responsibility of the union.
Local is not affiliated with Madison County Council- C.I.O. which has been active on community services.

9- a. (Con't from other side of p.)

Mr. Wilson said that they had got a 10¢ increase for the women and 5¢ for the men

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No

b. Men's jobs on which women are employed? Yes # No

c. Are inexperienced men and women generally started on same job?
On men's jobs- if women do not bid for men's jobs when vacancy occurs, and some do not as they do not want to do the harder work, then new workers are hired from the outside. Yes # No

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes No #
(2) For "men's" jobs on which women are employed? Yes No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No

b. By bargaining? Yes # No
Decisions made when women first came into plant were made by bargaining.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mr. Crouse said that the men resented women coming in at first but that now they did not. This was reason women were kept on women's jobs which paid less than men's.
Women interviewed said women were not now kept on lower paid jobs if they wanted to bid for men's jobs.
Wilson & Gillespie stated that the women, when put on men's jobs, are on trial for a period of 10 to 20 days and the men do not have this trial period. The women get 76¢ for the trial period but if they make good they get the rate of the job, retroactive to date they go on the job.

5. Seniority:

a. Are seniority lists maintained:

(1) by department* # If so, by sex Yes____ No #
(2) plant wide # If so, by sex Yes____ No #
(3) occupation* # If so, by sex Yes____ No #
(4) temporary and/or regular workers____ If so, by sex Yes____ No____

If by sex, explain:

*Not by sex except for the group of women's jobs

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No # (Have had none)
(3) rehiring Yes____ No # " " "

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes # No____
Explain:
Jobs vacant are opened to employees first and then after this preference given according to seniority vacancies are filled from outside.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men____ Women____
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:

a. Length of lunch period: Men 30" Women 30"

b. Paid for: Men No Women No

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence 2 clauses- 1 for pregnancy & 1 for illness

(1) If yes, what is time limit? 60 to 90 days (Can be extended)-for illness

(2) Are seniority rights retained? Yes # No /& for preg. not to be ext.

(3) With pay? Yes (specify length) _____ No # beyond 18 mos

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # A wage payment plan is provided by which rate of jobs are increased to top rates only as production of governors is increased & sales value of governors is higher

b. Piece (p. 16 of Contrac

None

2. Are any occupations and rates specifically listed by male and female:

Yes # No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female On all men's jobs

b. Lower for female Women's jobs rated lower than men's. (Women on light assembly)

c. Higher for female None

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Robert Crouse

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires June 19, 1944

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # (On men's jobs) No # (If start on women's job rate is lower than men's jobs but w. on light jobs

(1) If not, rates: Men 85¢ Women 60¢ (On women's jobs)

*On men's jobs women get 76¢ for trial period but ~~rate~~ 85¢ if make good, retroactive to date go on job

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes No #

If policies differ, explain:

Progression is same in regard to time but rate is same only where women begin on men's jobs. If begin on women's jobs start at lower rate. (But not same if don't make good)

On women's jobs begin at 60¢. In 30 days get 5¢ raise and in 90 days are increased to top rate of 85¢

On men's jobs men ~~[illegible]~~ begin at 85¢. In 30 days are increased 5¢ and in 90 days increased to top rate of job or around $1.15 to $1.20 (See above)

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes # No (p.21 of

(3) By rate of job regardless of sex: Yes # No Contract)

-But women's jobs are not shown in contract except on one job classification, tool crib attendant, a job on which no women are employed

d. Does contract openly discriminate against women: Yes # No

If so, explain: Certain jobs set aside as women's jobs (p. 18 of Contract); provides that no women shall be given a man's job, other than those agreed to, until the man-power in plant has been exhausted--- (p. 23 of Contract)-- but neither women or men interviewed said that this was practice. They said that women could bid for men's jobs and go on them according to seniority the same as the men.

e. Mention of women in contract: Yes # No Explain:

Mentioned in sections on Wages & Wage Payment Plan; pregnancy clause, p.14; providing that women's jobs remain for life of contract & for method of setting rate when women work on men's jobs temporarily; provision that women not to go on men's jobs until man-power in plant exhausted, p.23; company to join union in requesting 5¢ increase for women (p.28 ↖)

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department # If so, by sex Yes_____ No #

(2) plant wide # If so, by sex Yes_____ No# except for group of women's jobs

(3) occupation # If so, by sex Yes_____ No #

(4) temporary (DURATION) and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____ (p.23 of Contract)

(2) lay-off Yes_____ No #

(3) rehiring Yes_____ No #

If yes, explain:

Provides that women shall not go on men's jobs until man-power in plant is exhausted. (This not reported to be the practice) i

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #

(2) Length of lunch period: Men_____ Women_____

(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____ Also pregnancy leave can be extended to 18 mos.

(1) Maximum length 60 - 90 days - can be extended

(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____

If yes, state provisions.

After 1 year of service entitled to 1 week's (40 hours) pay

" 3, 6 or 9 mos. " " " proportionate amount

(Also provides for Christmas bonus of 40 hours pay ~~for~~ after 1 year's service---)

F. War Labor Board Case (As reported by union officers)

1. Title of case Pierce Governor Co., & U.A.W.A. Local # 940, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) 11-6-'43, National Board (date) _____

3. Type of case: Voluntary ___#___ Dispute ___#___

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position. Approval of contract and Wage increase- union requested general increase of 5¢ on all production jobs and additional 5¢ increase on women's jobs. (p. 28 of Contract)

5. W.L.B. Ruling:

Approved contract and ordered 5¢ general wage increase and 5¢ increase on women's jobs.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?
   Received the 5¢ general wage increase & Additional 5¢ on women's jobs and other benefits of union contract same as men.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-1406
Approval expires 7/15/44

Agent Bagwell Date 5/20/'44

Plant involved Delco Remy Divis., G.M.C.

Name, title, address AND DEPARTMENT of persons interviewed Agreement A Madison

Mr. Bernie Wood, Pres., (full time union officer), 2514 Columbus Ave., Anderson, Ind.
" Mr. Roy Richardson, Financial Secy., " " " " "
Mr. Neal Edwards, Vice Chmn, Exec. Board, " " " " "
Mr. E. W. West, Chmn., Bargaining Committee, " " " " "
Mr. L. O. Fisher, Rec. Secy., " " " " "
Miss Edith Condon, union member, (shop steward, ~~Bargaining Committee~~), Booster Dept.
2106 Columbus Ave., Anderson, Ind.
Mrs. Dora Fisher, union member, (former state president of women's auxilliary),
Connecting Armatures; 2804 George St., Anderson, Ind. (over)

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.A.A.I.W.A. Affiliation C.I.O.

2. Local No. 662 Address 2514 Columbus Ave., Anderson, Ind.

3. How long local organized? Since 1936 {organized in 1936 with Guide Lamp local as #146. Then in 1939 reorganized as separate local #662.

4. Type of worker: (1) productive #; (2) clerical ; (3) maintenance #

5. How long women members? 1936

6. President's name and address, if not listed above

7. Plants organized by local union:

Names	(Approximate figures) All plant employees Men	Women	Union members Men	Women
Delco Remy Division of G.M.C. (9 plants)	7500 (15,000)	7500	4500	4500

(1939 - 600 women employed)

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	$1.00 annual assessment by International Union- Men & Women	

9. **Women's local union activities:**

a. **Union committees on which women serve:**

Education & Entertainment Committee- 3 women
Political Action Committee- 3 - 4 women (being re-organized)

b. **List other committees:**

No other committee set up except for By Laws -

c. **Local union offices held by women:**

None. Formerly had one woman member at large on Executive Board. She has quit work.

d. **Attendance at union meetings:**

Do not attend as well as men. Average attendance of men- 100 a meeting; women- 25 a meeting.
Reasons women do not attend given as:
Have home duties, laundry to do, are not recognized by men, because of discrimination in wage rates they are not interested.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

Alice Cox said that the men in the union discouraged the women who had participated. She said that the women had tried but the men did not want them to so they had decided that all that was wanted was their dollar. Mrs. Dora Fisher said about the same. They said that the one woman they had had on the Bargaining Committee at one time was good but the men did not want them elected.
Mrs. Fisher said that the Financial Secretary was asked about a woman being sent to the Chicago Educational Conference but he had said it was all settled- that he and two other men were going.

11. **Attitude of local union officials interviewed toward:**

a. **Continued employment of women:**

Bernie Wood thinks that with reduction in production and return of men from military service women will be reduced in number but of course will stay in plant as they were in before the war.
Mr. Neal Edwards indicated that he thought woman should return to women's jobs. He thinks there will be unemployment after the war and that the men should have their jobs as before.
Mr. West said that he was in favor of one seniority list for men & women which would give the women more protection. He said that women who had been in plant for 12 - 15 years should have more protection.

b. **Equal pay**

L. O. Fisher said he had been against accepting the increase for the women ~~instead of~~ for holding out for equal pay.
Wood & Fisher said that jobs were classified as M & F when they organized and at that time a general wage increase was gained but no reclassification of of jobs. Then when the company had to put women on men's jobs in 1943 the union asked for equal pay. The company refused and agreement was reached for increases for all the women.(If equal pay had been agreed on men's jobs still about 2800 to 3000 women would have got no increase.) Then company began to (over)

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Delco Remy Division of G.M.C.
2. **Address** 2401 Columbus Ave., Anderson, Ind.
3. **Product** Auto, truck, & tractor electrical equipment; also electrical equipment for aircraft and Diesel engines.
4. **How long since union had contract in this plant:** Since 1940 {Was recognized before this but had no contract
5. **Payment of dues:** Checkoff____ Steward # Other (specify) Pay at union offic
6. **How long women in this plant members of union:** Since 1936
7. **Were women employed on production in this plant in normal times:** Yes
   About 30% of employees were women.
8. **Women's union activities in this plant:**
   a. **Contract or bargaining committees:** Yes # No____
      (Shop Committee or "Top Committee")
      (Also acts as Grievance Committee- Shop Committee meets regularly with Management (pp.7&8 of Master Contract)
      No. men 7 **No. women** 0
   b. **labor management committees:** Yes____ No #
      No. men____ **No. women**____
      Company unwilling to form L.Mgt. Com.
   c. **Shop steward:** **No. men** 60 **No. women** 10-15
      (Approximate figures)
      Stewards are not recognized by company*They report grievances to District Committeemen but do not handle them
   d. **Grievance committees:** **No. men**____ **No. women**____
      Grievances handled by Shop Committee
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Building armatures	125	125	3	3	"Shop Committee" or "Top Committee" is elected at large. (p. 7 of Master Contract)	
Boosters	40	25	2	3		
Connecting armatures	N.R.	25	N.R.	0		
Die Casting ("Can't get stewards to serve in this Dept.")	15	15	0	0		
Other Depts - N.R.						

*District Committeemen take up grievances with foremen and with some supervisors at request of worker as do shop stewards in other plants.

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give sources) such as: -

a. Equal pay for equal work: Union asked company to grant equal pay when women put on men's jobs but agreement was reached for flat increases for all women.
All women interviewed said that they were not satisfied with the unequal pay. Alice Cox said that she argued for holding out for equal pay when the union voted on whether to accept the agreement reached for a 10¢ increase on all women's jobs but that only about 6 women voted against the 10¢ raise. The women at the meeting were mostly new in the plant, many were young girls, others did not expect to work after the war and all they could see, she said, was the 10¢ right then. The older women did not oppose so much then but now they do as they see how many women have been put on men's jobs and are doing the same work for less money. (See comments- p. 13).

b. Training and upgrading opportunities: (4 Exec. Board members interviewed together)
Women's jobs classed as unskilled and pay about the same rates. Some jobs open to both men and women, and women have been put on these, which were formerly men's jobs, by the thousands, Mr. Fisher said. On all other men's jobs the company does not put women on as the union has not agreed to the women's rates. In several instances women have been put on these jobs and when they asked for equal pay they were taken off. Edith Condon said she was on a honing machine and doing her own set up and when she asked for the Committeeman to request the man's rate and the foreman found out about it he asked if she did her own set up and was surprised to find that she did. But, she said, "It did not take five minutes for them to get me off of that job". (See comments p.13)

c. Seniority rights: (Interview with Exec. Board members)
Men and women are divided into separate non-interchangeable occupational groups, according to provision in Master Contract (p.29)
Mr. West said that he thinks that there should be one seniority list for men and women. Mr. Fisher said that he thought there should be one list. Mrs. Snowden thought the seniority provision was alright but she said neither she nor the other women understood the contract.
One of Executive Board members said that what they wanted was a return to the status they had before the war. Mr. Wood said that the men were thinking about underemployment after the war and that most of them felt that the men should have the jobs. On May 2nd the local voted for the change in Master Contract which would allow them to change to one Seniority list for men & women (See copy attached)

d. Special activities in regard to community services:
Alice Cox said she represented the union on a community Child Care Committee.
A union committee is working to try to find a place for a day nursery for the Remy workers' children.

Union is affiliated with Madison County Council- C.I.O. which has been working to get transportation facilities improved.

10. **Attitude of local union officials interviewed toward special problems of women: (Give source).**

a. **Continued employment:**

(See p. 2)

b. **Equal pay**

(See p. 2 and Comments, p. 13)

c. **Other**

Mr. Fisher, Mr. Wood and Mr. West seemed more interested in having the women participate in the union but the other men interviewed did not.

11. **Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).**

Mrs. Snowded said that the women"were certainly interested in the equal pay question". She felt that the men did not want the women to be active. All women interviewed said that the union had done much for them. They began work some years back at from 18¢ to 25¢ per hour and the union has been able to get wage increases. Also many grievances have been handled successfully. All of them felt the same about the women's rates of pay.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____

c. Are inexperienced men and women generally started on same job?

Yes # No_____ (4 new women from outside are hired)

Some classifications are open to men and women (See Women's Agreement, Supplemental No. #3 to Local Wage Agreement, attached)
Other classifications are men's jobs and company does not put women on them as they are not included in the women's agreement and union does not agree to women's rate.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes_____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management?* Yes # No (when on jobs changed)
*Has been done in few instances where w. put on higher skilled jobs - company decided - but came to union thru grievance procedure & Co. took women off.

b. By bargaining?x Yes # No
xSetting up certain men's jobs as similar to women's jobs was decided by bargaining (See Women's Agreement)
Comes to union if there is a complaint

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

All jobs women on are rated lower than men's. Certain jobs were classified as women's jobs when union organized but additional jobs were added as being suitable and similar to jobs women were doing by women's agreement (See attached Supplement #3 to Local Wage Agreement) - All person's interviewed.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
(2) plant wide # If so, by sex Yes # No
(3) occupation # If so, by sex Yes # No
(4) temporary and/or regular workers If so, by sex Yes No #

If by sex, explain:

Men and women divided into separate non-interchangeable occupational groups (See contract, p. 29 and Local Seniority & Wage Agreement attached, pp. 5 & 6) Local Agreement sets up the groups for men & women and provided for transfer from one group to another on plant wide basis when there is no work available in worker's own group. (Also see proposed change in Master Contract which this Local has voted in favor of)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No
(2) lay-off Yes # No
(3) rehiring Yes # No

If yes, explain:

Discrimination due to fact that women do not have right to go on certain men's jobs, at same rates men get. Also company does not in practice put any women on men's jobs which it is not provided in the Women's Agreement they can do at women's rates.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 (very few)

a. Check shifts on which women are employed: 1st # 2nd # 3rd

b. Does placement depend on seniority: Yes # No
Explain:

New workers are hired in where needed but preference of day and night shift is given to older workers by seniority.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men Women
c. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods: (When on 3 shifts)
   a. Length of lunch period: Men 20" Women 20"
   b. Paid for: Men Yes Women Yes
   c. If sex differential, give reason

30" if operaing two shifts- not paid for

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence # (Practice reported to be as provided in Master Agreement)
      (1) If yes, what is time limit? 90 days - Extended on approval of Gen'l. Mgr. of Divis (p.54 of Contract)
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece None

2. Are any occupations and rates specifically listed by male and female:
   Yes # No _____

3. If so, in how many such listed occupations are rates:
   a. Higher for female In 19 job classifications. Reported that women were on thousands of men's jobs in this group.
   b. Lower for female % male- None
   c. Higher for female None

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information: Roy Richardson

(1) Interview with Bernie Wood, E. W. West, L. O. Fisher, Neal Edwards &

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires Oct. 5, 1943, automatic renewal except as either party gives 60 days' notice to change. Negotiations on new contract were reported to have been completed and contract changes before W.L.B. for decision.

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #

(1) If not, rates: Men 86¢ Women 80¢

b. Automatic progression policy: Yes # No _____

(1) If such policy, same for women as for men: Yes _____ No #

If policies differ, explain: (Provided by local agreement copy of which was not available)
Men reported to begin at 86¢; in 30 days increased 10¢ and in 90 days advanced to top rate for job.
Women begin at 80¢ and in 30 days are increased 5¢ per hour and in 90 days go to top rate of job in women's classifications.

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #

(2) By equal pay clause: Yes # No _____

(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:
By provision for separate non-interchangeable occupational groups in Master Agreement; in provision in Local Women's Agreement for women going on men's jobs at women's rates which are lower; in provision for automatic progression in local agreement.

e. Mention of women in contract? Yes # No _____ Explain:
Master Contract:
Division of men & women into separate seniority groups (p.29)
Provision for local rules applying to lay off of married women (p.34)
Equal pay clause (p.49)
Local Agreements: Women's Agreement, Supplement # 3 to Local Wage (over)

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department No # If so, by sex Yes # No
(2) plant wide # If so, by sex Yes # No
(3) occupation # If so, by sex Yes # No
(4) temporary (DURATION) and/or regular workers No If so, by sex Yes No

If by sex, explain:

By separate male and female non-interchangeable occupational groups as provided in Master Contract & local Wage Agreements

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No
(2) lay-off Yes # No
(3) rehiring Yes # No

If yes, explain:

Women can work on certain men's jobs but provision of Local to Women's jobs
Women's Agreement is that they still get the rate ~~on~~ similar ~~jobs~~ ^ exceed ~~as women's jobs~~ so that they do same work as ^ men but ^ at lower women's rate.
On men's jobs other than those listed in Women's Agreement there is no discrimination by union Agreements (union stands for rate of job but company does not let women work on those jobs.)

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision / If on three shifts
(2) Length of lunch period: Men 20" Women 20"
(3) Paid for: Men Yes Women Yes

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No

(1) Maximum length 90 days - Extended on approval of Gen'l Mgr. of Divis.
(2) Length of service necessary to get maximum 6 mos. (Must have seniority
Temporary employees can be credited up to 30 days for time off sick toward 6 mos. emply

d. Does contract provide for paid vacations: Yes # No
If yes, state provisions.

In lieu of vacation with pay for the year 1942, 40 hours pay at employees rate of pay on July 1, 1942 based on average earnings of for stated period and provided employees has one year's seniority; Eighty hour pay for employees having 5 years seniority on July 1, 1942.
(pp. 50, 51 of Master Agreement)

F. War Labor Board Case

1. Title of case Delco Remy Division of G.M.C., Anderson, Ind., & U.A.A.A.I.W.A.-C.I.O. #662 Regional number N.B.

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date) Oct. or Nov. 1943, National Board (date)

3. Type of case: Voluntary # Dispute

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Request for wage increase for all women workers- 10¢ increase in starting rate and from 10 to 14¢ increase in top rates. Union had requested company during negotiations to grant equal pay to women going on men's jobs. Company refused. Then agreement was reached to give increase to all women, those on women's jobs and those going on men's jobs. Was voted in local union meeting that this be accepted as this would give all women an increase of at least 10¢ and if equal pay was demanded further they would have to wait longer and the women on women's jobs would get no increase. About 2800 to 3000 women were on women's jobs.

5. W.L.B. Ruling:

Approval of agreement between parties (Supplementary Agreement #3 to Local Wage Agreement), giving 10¢ increase in starting rate and 10¢ to 14¢ increase in top rates for women on agreed to men's jobs.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

   Women received the increases asked for but afterwards thousands of women have been put on men's jobs and are doing the same work for less pay.

Comments-

Equal Pay- The Women's Agreement was accepted by the women who attended the meeting of the Local when it was voted on but agent doubts whether all of them understood clearly the issues. This is indicated by the statement of L. O. Fisher that International representatives misrepresented the facts ofthe Buick case, telling them that there was still a differential after the W.L.B. settled the case but that when they saw the order they did not find this so. Also Mrs. Snowden said that the women did not like it becasue the International representatives came in and crammed it down their throats.

Executive Board members said that when the company has tried to put women on men's jobs other than those agreed to in the Women's Agreement they have demanded equal pay by rate of job. Standing out for equal pay on these jobs the company does not try now to put women on them

Training & Upgrading- Women have not bid for men's jobs as they would just have to do harder work for less money than the men get and for the same as they get on the women's jobs. So instead of transferring women new ones are hired from the outside.
Mrs. Fisher said that she had transferred to a man's job for the purpose of having a grievance filed for the man's rate. This was before the agreement was reached.

DEPARTMENT OF LABOR

Master Contract already sent in
with U.A.W.A. Amalgamated Local
(Chevrolet Plant) Indianapolis, Ind.

Can get another copy if you want one

WOMEN'S BUREAU
MAY 29 1944
DEPARTMENT OF LABOR

GPO 16—31601-1

Delco-Remy Anderson Ind. union Study

UNEQUAL PAY IN ONE CIO LOCAL UNION

Union membership - approximately 9,000 members,
50 percent women.

Before the war about 30 percent of the total number employees were women. At the time the union organized the plant job classifications 1937 were set up by sex and women were employed only on jobs classified as "Women's jobs." Rates were set separately for male and female.

During the war period, when a labor shortage occurred, it was necessary to put women on more jobs in the plant. The union agreed to allow women to go on a certain number of Additional jobs at the same rate as the men but the company refused. Then the company and union agreed to reclassification of a certain number of men's jobs which were similar to "women's jobs" with a flat increase in the women's rates, but a differential remaining in rates above starting rate.

The local union had not had, previous to this, any program or made much effort to reach the women members other than urging them to come to union meetings where they did not feel they had much voice. Also many women were reported to be unaccustomed to speaking. In general they did not understand the equal pay issue as far as the long time effect of approval by War Labor Board of a joint union - company request for a flat increase instead of holding out for and establishing the principle of equal pay.

Men officers and leaders in the local stated that they, at the time, had not foreseen what would happen as later thousands of women were put on men's jobs at the lower female rates and in some cases men who were transferred to heavier jobs began to realize that the jobs they would go back to after the war were being performed at lowered rates. The women were dissatisfied at performing work which was the same or comparable to that of men, for less money and the men feared a permanent cut in the wage scale.

Women's Agreement #46

GUIDE LAMP DIVISION
Anderson, Indiana

SUPPLEMENT #1 TO LOCAL WAGE AGREEMENT

This Agreement entered into this 27th day of September, 1943, between the Guide Lamp Division of General Motors Corporation, Anderson, Indiana and Local #663 of the U.A.W.A. covers wage rates and job classifications on which all women represented by Local #663 U.A.W.A. are working.

The Union hereby agrees to and accepts this Agreement as being in full and complete compliance on the part of Guide Lamp Division with the requirements of Par. #109-C of the National Agreement between General Motors Corporation and the International Union dated October 19, 1942.

The Union and Management agree to the rates in Schedule A (Attached) which cover all rates and job classifications on which female employes are now working. These rates shall be effective as of the above date when properly approved; namely September 27, 1943.

The starting rate for female employes will be increased to 80¢ per hour. The rate progression to the maximum of the classification shall be in accordance with the following schedule:

Start	30 days	60 days	90 days
.80	.85	.90	
.80	.85	.90	.92
.80	.85	.90	.94
.80	.85	.90	.96

It is agreed that when women replace men on jobs they are capable of doing in the following male classifications which are similar to the female classifications listed in Schedule A (Attached) such women will be classified and paid according to the corresponding female classification listed in Schedule A (Attached):

Assemblers
Press Operators
Inspectors - visual, routine, and final
Inspectors - floor job approval
Welders - gas
Packers
Shippers and receivers
Salvage operators
Material handlers
Janitors
Service assemblers
Case operators
Conveyor loaders
Milling machine operators
Lathe operators
Grinder operators
Drill press operators
Filing and burring operators
Solder pot operators
Spot welders

When females are transferred to other male job classifications which have been performed heretofore by male operators exclusively, and there is no corresponding female classification, the rate for such females will be negotiated between local management and the shop committee.

This Agreement is subject to ratification of Local Union #663 U.A.W. - C.I.O. Anderson, Indiana and approval of the Corporation, International Union, and the National War Labor Board.

Guide Lamp Division

_____

_____

General Motors Corporation

_____

Local #663 U.A.W. - C.I.O.

_____

_____

_____

International Union

_____

SCHEDULE A -- OF SUPPLEMENTARY AGREEMENT
DATED SEPTEMBER 27, 1943

Classification	Hiring Rate	Maximum Rate
Lathe operators	.80	.96
Welders - gas	.80	.96
Inspectors - floor job approval	.80	.96
Inspectors - gage and tool chockers - routine	.80	.96
Inspectors - broach checkers	.80	.96
Salvage - lathe or gas welding	.80	.96
Milling machine operators	.80	.94
Centerless grinder operators	.80	.94
Salvage - grinding or milling	.80	.94
Assembly machine operators	.80	.92
Solder pot operators	.80	.92
Tapper operators	.80	.92
Aluminizing machine operators	.80	.92
Focusing machine operators	.80	.92
Drill press operators	.80	.92
Punch press operators	.80	.92
Inspectors - visual, routine, and final	.80	.92
Packers - headlamp	.80	.92
Spot welders	.80	.92
Burring and filing operators	.80	.92
Conveyor loaders	.80	.92
Kick press operators	.80	.92
Case operators	.80	.92
Salvage - press operators	.80	.92
Magazine Loaders-	.80	.92
Lubrite operators	.80	.92
Silver solder operators	.80	.92
Automatic welding machine operators	.80	.92
Riveting machine operators	.80	.92
Cut off saw operators	.80	.92
Press operators - hydraulic	.80	.92
Reeling machine operators	.80	.92
High speed hammer operators	.80	.92
Cleaning and packing operators	.80	.92
Hardness checkers	.80	.92
Assemblers	.80	.90
Service assemblers	.80	.90
Salvage operators - assembly	.80	.90
Stock pickers and counters	.80	.90
Service packers	.80	.90
Janitresses	.80	.80

Robert Harvey Rec. Sec. hurriedly checked the jobs, both men & women work on. (I think there are more than he checked.)
A. O'Connor

SUPPLEMENT NO. 2 TO LOCAL WAGE AGREEMENT

This agreement entered into this 27th day of September 1943, between the Guide Lamp Division of General Motors Corporation and Local #663, UAW-CIO, for the employes represented by Local #663.

The following job classifications and wage rates for such classification which were not in existence in this plant on September 15, 1942, are made a part of the local wage agreement, subject to the approval of the National War Labor Board. These job classifications and rates are approved for the M-3 sub-machine gun project. If approved, these rates shall be effective as of September 27, 1943.

The job classifications and rates marked with an asterisk (*) were in existence in this plant prior to September 15, 1942, but are included in this supplement because they also apply to the M-3 sub-machine gun project.

Male Classifications	Rate
Crib - gage checkers*	$1.16*
Buffers and polishers*	1.14*
Arc welders - hand*	1.12*
Gas welders - hand*	1.12*
Lubrite tank men	1.12
Salvage - lathe operators	1.10
Lathe operators	1.10
Range fire - inspectors	1.09
Proof fire - inspectors	1.09
Function fire - inspectors	1.09
Ream to size (Bauch Reamer)	1.09
Floor - gage checkers*	1.09*
Inspectors - floor job approval*	1.09*
Milling machine operators	1.08
Centerless grinding operators	1.08
Salvage - grinder or mill operators	1.08
Inspectors - visual, routine, and final*	1.06*
Arc welding machine operators	1.06
Spot welding machine operators*	1.06*
Lubrite conveyor operators	1.06
Burring and filing operators*	1.06*
Cleaners and packers*	1.06*
Assemblers*	1.06*
Riveting machine operators*	1.06*
Drill and tapping press operators*	1.06*
Punch press operators*	1.06*
Heat treat operators*	1.06*
Tumbling barrel operators*	1.06*
Salvage - general or miscellaneous*	1.06*
Loaders for receiver welders (gas)	1.06
Nailing and strapping boxes*	1.06*

Robert Henry Rec. Sec. checked the jobs that both men + women work on.

Kick press operators*	1.06*
Reeling machine operators	1.06
Cut off saw operators*	1.06*
Hydraulic press operators*	1.06*
Stock chasers*	1.06*
Set up men	Six cents above the male job classificatio:

The schedule by which new employes shall advance to full negotiated rates for these classifications is as follows, as por established plant policy.

Hiring Rate Minimum	Minimum 30 days	Minimum 60 days	Minimum 90 days	Minimum 120 days	Minimum 150 days
.86	.96	1.01	1.06	1.08	
.86	.96	1.01	1.06	1.09	
.86	.96	1.01	1.06	1.10	
.86	.96	1.01	1.06	1.11	1.12
.86	.96	1.01	1.06	1.11	1.14
.86	.96	1.01	1.06	1.11	1.16

All other provisions of the wage agreement dated September 11, 1941 are applicable to the above classifications and rates.

Guide Lamp Division

_____

_____

General Motors Corporation

_____

Local #663 U.A.W. - C.I.O

_____

_____

International Union

_____

SUPPLEMENT NO. 3 TO LOCAL WAGE AGREEMENT

This agreement entered into this 20th day of January, 1944, between the Guide Lamp Division of General Motors Corporation and Local #663, for the employes represented by Local #663.

The following job classifications and wage rates for such classifications which were not in existence in this plant on September 15, 1942, are made a part of local wage agreement, subject to the approval of the National War Labor Board.

CLASSIFICATION	RATE
Tool Stock Chasers	$1.06
Material Salvage Men	1.06
Furnace Attendants	1.06
~~Tool Salvage and Repair Men~~	~~1.12~~
Crib Cage and Instrument Checking and Repair Men	1.16 to 1.30

The schedule by which new employes shall advance to the full negotiated rate for "Tool Stock Chasers," "Material Salvage Men," "Furnace Attendants," and "~~Tool Salvage and Repair Men~~" shall be the standard schedule in effect for new employes at this plant.

~~Production employes with seniority who enter the classification "Tool Salvage and Repair Men" shall be transferred at $1.06 per hour and shall be advanced to the rate of $1.12 per hour in 60 days if retained and if their work is satisfactory.~~

Production employes with seniority who enter the classification "Crib Cage and Instrument Checking and Repair Men" shall be transferred at their production rate, provided such rate does not exceed $1.09 per hour, and shall be advanced to $1.16 per hour in 60 days if retained and if their work is satisfactory. Employes who remain in the classification shall be advanced to $1.20 per hour upon the completion of four months' work in the classification subsequent to attaining the rate of $1.16 per hour. Increases above $1.20 per hour up to and including the maximum rate of $1.30 per hour shall be based on merit in the performance of the job, as judged by Management. Non-seniority men shall advance to the rate of $1.16 by following the standard schedule in effect for new employes at this plant.

All other provisions of local wage agreement dated September 11, 1941 are applicable to the above classifications and rates.

MANAGEMENT SIGNATURES

Howard Earl

F H Allis

Ward C. Taylor

B. Rutherford

gm. Coop

SHOP COMMITTEE SIGNATURES

Russell Vetter

Orville Ferguson

Lowell Leist

William F Leeman

Edwin L. Fulton

Malcolm Campbell

Walter L. Park

GENERAL MOTORS CORPORATION
PERSONNEL STAFF

_____

_____

INTERNATIONAL UNION

E. J. Patterson

3/21/44

_____

Delco - Remy

Incis Rates

WAGE SCALE BY JOB CLASSIFICATION

ACTIVITY CENTER - FOUNDRY - PLANT #7

Occupation	Rates Hiring	Minimum	Maximum
Band Maker Pistons	.86		1.08
Band Saw Op erator	.86		1.12
Chill Man	.86		1.06
Core Assembler	.86		1.06
Casting Cleaners	.86		1.06
Core Assembler - Experimental	.86		1.08
Chipper - Power	.86		1.09
Core Maker - Aluminum and Magnesium	.86		1.16
Core Maker - Learner	.86		1.06
Core Loader and Unloader	.86		1.06
Core Setter on Heavy Molding Machines	.86		1.18
Floor Crane Operator	.86		1.06
Furnace Operator	.86		1.09
Furnace Operator - Open Hearth for Re-pigging	.86		1.09
Instrument Checker	.86		1.09
Knockout	.86		1.06
Labor - Foundry	.86		.94
Metal Pouring	.86		1.12
Metal Pouring - Permanent Mold	.86		1.12
Metal Pouring - Attendant	.86		1.06
Molderr - Magnesium and Aluminum	.86		1.18
Molder - Learner	.86		1.06
Plastic Process Operator	.86		1.06
Sand Conditioner - Muller	.86		1.08
Sand Blast Operator	.86		1.09
Sand Deliverer	.86		1.06
Shakeout Man	.86		1.06
Straightening and Checking	.86		1.06
Straightening, Forming & Cutting Wires and Straightening and Cleaning Plates, Driers, Ch Chills, etc.	.86		1.06
Test Bar Operator	.86		1.06
Welding - Acetylene - Rough and Heavy	.86		1.18
Utility Man (5¢ Higher Than Maximum fro for Job)	.86		

ACTIVITY CENTER - FOUNDRY PLANT # 5

Occupation	Rates Hiring Minimum	Maximum
Blast Wheelabrater	.86	1.06
Bull Ladle Pusher	.86	1.06
Chipper - Hand - Light	.86	1.06
Core Assembler	.86	1.06
Core Dipping and Spraying	.86	1.06
Core Loaders and Unloaders - Other	.86	1.06
Core Maker - Bench - Light	.86	1.06
Core Maker - Blowing - Other	.86	1.06
Core Maker - Machine - Light	.86	1.06
Core Maker - Jobbing	.86	1.10
Core Setter - Light	.86	1.06
Core Operator - Charging	.86	1.06
Crane Operator - Makeup-Outside	.86	1.06
Cupola Chargers and Loaders	.86	1.06
Cupola Liners	.86	1.08
Cupola Liner - Helper	.86	1.06
Cupola Slag Man	.86	1.06
Cupola Tappers	.86	1.08
Electric Furnace Operator - Molten Metal	.86	1.08
Grinding - Snag and Disc	.86	1.06
Knockout - Light	.86	1.06
Ladle Liner	.86	1.06
Metal Pouring	.86	1.08
Metal Pouring and Band Maker Pistons	.86	1.08
Molder - Hand Plate - Squeezer	.86	1.13
Molder - Jobbing - Floor	.86	1.13
Molder - Machine Operator - Light	.86	1.13
Molding - Machine Repair	.86	1.29
Sand Conditioner	.86	1.06
Sand Mixer and Deliverer	.86	1.06
Utility Man (5¢ Higher Than Maximum for for Job)		

ACTIVITY CENTER - TOOL, DIE & PATTERN

Occupation	Rates Hiring	Minimum	Maximum
Crib Attendant - Tool, Die & Layout Depts.	.86		1.04
Die Maker - Die Cast Dies		1.40	1.60
Die Maker - Sheet Metal Dies		1.35	1.55
Die Repair		1.30	1.50
Du-All Saws		1.20	1.40
Duplicator - Gorton		1.20	1.40
Grinder - Cutter		1.25	1.45
Grinder - Operator		1.25	1.45
Grinder Operator - Blanchard & Thompson		1.15	1.45
Hardener		1.30	1.50
Hardener - Helper		.99	1.14
Latho Operator		1.25	1.45
Machine Builder - Special (Process)		1.40	1.60
Machinist - Tool Room		1.25	1.45
Milling Machine		1.25	1.45
Mold Maker		1.40	1.60
Pattern Foundry Service & Repair		1.15	1.35
Pattern Maker - Metal - Bench		1.40	1.60
Pattern Maker - Metal- Machine		1.30	1.50
Pattern Maker - Wood - Bench		1.40	1.60
Pattern Maker - Helper		1.15	1.35
Pattern Repair		1.15	1.35
Precision Boring & Contour Mill Operator		1.30	1.50
Screw Machine Operator - Hand		1.20	1.40
Small Tool Inspection		1.25	1.45
Sharpener - Drill & Tool		1.20	1.30
Sharpener - Drill & Tool - Trainee		.95	1.20
Tool Brazing, Soldering Points and Saw Filing		1.04	1.19
Tool, Gauge, Instrument and Fixture Repair		1.25	1.45
Tool Maker		1.30	1.50
Tool Trouble Man		1.30	1.50
Welder- Die		1.25	1.45

ACTIVITY CENTER - ENGINEERING

Occupation	Rates Hiring	Minimum	Maximum
Assembler - Accessories		1.30	1.50
Die Cast Die and Mold Maker - Experimental		1.40	1.60
Metal Working Machine Operator		1.35	1.55
Stock Chaser - Engineering	.86		1.09

ACTIVITY CENTER - NON-PRODUCTIVE - GENERAL

Occupation	Rates Hiring	Minimum	Maximum
Elevator Operator	.86		1.01
Laborer - Yard Maintenance	.86		.94
Laundry Worker	.86		1.06
Sweeper and Janitor	.86		.86

ACTIVITY CENTER - INSPECTION

Inspector - Casting Fixture Machine	.86		1.09
Inspector - Assembly - Machanical and/or Electrical	.86		1.06
Inspector - Gauge Crib - Setter - Minor Repairs, Records, etc,	.86	1.06	1.11
Inspector - Layout, Pattern Equipment & Complicated Castings	.86	1.25	1.45
Inspector - Parts - Machine - Bench & Floor	.86		1.06
Inspector Magnetic (Magnaflux Machine Operator)	.86		1.09
Inspector Magnetic - Utility (Magnaflux)	.86		1.14
Inspector - Salvage	.86		1.06
Inspector - Scale and Checkout	.86	1.06	1.11
Inspector - Utility (Quality Checker)	5¢ Higher than Maximum for Job		
Inspector - Gauge Crib Checker - Parts and Ga and Gauges	.86	1.10	1.35
Inspector - OK Men - Machine Setup, such as: Automatics, Punch Presses, Lathes, and Handscrews	.86	1.06	1.19
Inspector Special Assignment	.86	1.06	1.29

ACTIVITY CENTER - MAINTENANCE

Occupation	Rates Hiring	Minimum	Maximum
Blacksmith - Maintenance		1.04	1.25
Carpenter		1.04	1.25
Carpenter - Helper	.86		.99
Electrician		1.09	1.30
Electrician Helper	.86		1.04
Machine Repair		1.19	1.40
Millwright		1.04	1.25
Millwright - Helper	.86		.99
Oiler - Machinery and Equipment	.86		1.04
Pipefitter - Helper	.86		.99
Pipefitter		1.04	1.25
Power House - Coal & Ash Handling Equipment Operator	.86		.99
Power House - Fireman	.86	.99	1.17
Power House - Helper	.86		.99
Power House - Pipe Line & Utility Checker	.86	.99	1.20
Power House - Repairman	.86	.99	1.20
Power House - Turbine or Engine Operator	.86	.99	1.17
Scale Maintenance		1.09	1.30
Tinsmith -		1.09	1.04
Tinsmith - Helper	.86		1.04
Truck Repair - Battery Attendant	.86		1.06
Truck Repair - Gar & Electric	.86		1.14
Welder - Maintenance - Gar & Arc-		1.04	1.25
Welder - Maintenance - Gar & Arc - Helper	.86		.99

ACTIVITY CENTER - MATERIAL HANDLING

Occupation	Rates Hiring Minimum	Maximum
Balers	.86	1.06
Box Maker, Sawyer, Nailer and Stapler	.86	1.06
Box Maker and Packer	.86	1.04
Carton Maker - Old Employes	.86	1.01
Checker - Receiving, Shipping and Processing	.86	1.04
Chip Equipment Operator	.86	1.04
Chip Handler	.86	1.04
Crane Hooker	.86	1.04
Crane Operator - Electric	.86	1.06
Crib Attendant	.86	1.04
Driver - Outside - Licensed - Truck	.86	1.06
Driver - Power Trucks - Inside	.86	1.06
Hand Trucker and Stock Laborer	.86	.94
Inspector - Shipping	.86	1.10
Line Feeder - Stockman	.86	1.01
Loader - Parts - Freight Car or Motor Transport	.86	1.01
Shear - Square Operator	.86	1.06
Shear Operator - Helper	.86	1.01
Slitter Operator	.86	1.06
Stock Chaser	.86	1.09
Stock Handler and Loader	.86	1.04
Stockkeeper	.86	1.06
Stock Picker, Counter, Bundler and Packer (Male)	.86	1.04

ACTIVITY CENTER - PRODUCTIVE - GENERAL

Occupation	Rates Hiring Minimum	Maximum
Annealing - Furnace Operator	.86	1.06
Armature Builder - Unskilled	.86	1.06
Armature Builder - Generator Armature Skilled	.86	1.07
Assembly	.86	1. 06
BlanchingMachine	.86	1.08
Blast - Sand Operator	.86	1.06
Blast - Wheelabrater	.86	1.06
Boring Frame	.86	1.13
Boring Pistons	.86	1.13
Boring - Skilled	.86	1.13
Braiding	.86	1.06
Brazing - Unskilled	.86	1.06
Brazing - Hand - Skilled	.86	1.13
Broaching - Form Cutting - Skilled	.86	1.08
Broaching - Straight Cutting -Unskilled	.86	1.06
Brush - Wire	.86	1.06
Buffing - Automatic	.86	1.06
Buffing - Hand - Skilled	.86	1.21
Buffing - Automatic - Men Who Can Do Hand	.86	1.14
Bull Ladle Pusher	.86	1.06
Burnishing	.86	1.06
Chucking Machine	.86	1.13
Coiling Machine Operator - Spring Winding-Springs	.86	1.08
Coiling Machine Operator - Conduit	.86	1.08
Commutator - Saw Machine	.86	1.07
Commutator - Saw - Hand - Skilled	.86	1.08
Cutter - Artos	.86	1.06
Die Casting -	.86	1.14
Diesel Blower Rotor Timing	.86	1.09
Die Setter - Die Cast Dies	.86	1.19
Drilling - Average Operations - General	.86	1.06
Drilling - Special (Highly Skilled)	.86	1.08
Enamel, Duco, Bonderite Conveyor Tender	.86	1.06
Filing and Burring	.86	1.06
Gear Cutting - Splines and Shafts	.86	1.08
Gear Cutting - Gears	.86	1.10
Grinder - Internal and External - Skilled	.86	1.18

PRODUCTIVE - GENERAL (CONT'D)

Occupation	Rates Hiring	Minimum	Maximum
Grinder - Internal-Thread	.86		1.18
Grinder - Center (Laminations)	.86	1.13	1.13
Grinder - Semi-skilled(Surface)	.86		1.08
Grinder - Snag and Disc	.86		1.06
Heat Treat - Control Man on Oven Heat	.86		1.13
Heat Treat	.86		1.09
Heat Treat.- Flame Hardening Job (Special Flame Hardening Equipment)	.86		1.13
Heat Treat - Tocco- Electric Hardening Job	.86		1.09
Job Impregnation (Oven Control Operator)	.86		1.08
Impregnation - Armatures, Coils, Condensors, etc.	.86		1.06
Job Setter (5¢ higher than maximum for job)			
Job Setter - Automatic Screw Machine (5¢ higher than maximum for job)			
Job Setter - Punch Press (Full time- Over over 50% of Time)	.86		1.12
Job Setter - Punch Press - Part Time - Other than Own Dies Over 25% and Under 50% of time	.86		1.08
Lapping - Machine	.86		1.09
Lathe - Semi-skilled	.86		1.10
Lathe - Highly skilled	.86		1.13
Lathe - General - Heavy or Close Limit	.86		1.13
Lathe - General - Light	.86		1.06
Lathe - Commutator and oil Thrower	.86		1.08
Lathe - Frame Facing and Stub Lathe	.86		1.13
Machine Operator - Commutator Building Machine	.86	1	1.07
Milling Machine - Highly Skilled	.86		1.08
Milling Machine - Misc. Average Operation	.86		1.06
Molder - Synthetic Plastic - Stokes Presses	.86		1.06
Molder- Synthetic Plastic - Tenite	.86		1.06
Molder - Synthetic Plastic - Bakelite	.86		1.10
Molder - Synthetic Plastic Brush	.86		1.10
Paint Sprayer	.86		1.06
Plater - Responsible for Solution	.86		1.10
Plating - Barrel, Cadimium and Zinc	.86		1.08
Plating - Conveyor Attendant and Racker - (Conveyor Man)	.86		1.06
Plating- Copper, Nickel and Chrome - Conveyor and Still Tank	.86		1.08
Polisher - Hand	.86		1.06

PRODUCTIVE - GENERAL (CONT'D) Occupation	Rates Hiring	Minimum	Maximum
Polishing - Skilled - Pistons	.86		1.14
Polishing - Semi-skilled	.86		1.09
Presses--Hydraulic - Oil Gear	.86		1.06
Presses Punch	.86		1.06
Presses	.86		1.08
Presses - Frame, Shear and From- Only Plts. 3, 4,6,	.86		1.10
Reaming - All Others	.86		1.06
Rack Making -(Repair - Plating)	.86		1.06
Rack Making(Making and Repairing - Plating)	.86		1.09
Saw - Cutoff - Metal (Pole Shoe)	.86		1.06
Screw Machine- Automatic- Multi- spindle Class C	.86		1.19
Screw Machine - Automatic -Single Spindle Class B.	.86		1.19
Screw Machine - Automatic - Single Spindle Class A	.86		1.27
Screw Machine - Automatic - Multi-Spindle Class B	.86		1.29
Screw Machine - Automatic - Multi-spindle Class A	.86		1.32
Screw Machine - Hand - Average Operation Turret	.86		1.06
Screw Machine - Hand - Highly Skilled - Turret	.86		1.13
Screw Slotter	.86		1.06
Shaper - Unskilled	.86		1.06
Shaper - Semi-skilled	.86		1.08
Shaper -Skilled	.86		1.13
Shears - Rotary	.86		1.06
Soldering	.86		1.06
Straightening - All Others	.86		1.06
Stock Handler and Loader Production	.86		1.06
Taper	.86		1.06
Thread and Tap - General - Knurl	.86		1.06
Thread and Tap - General - Thread Rollers	.86		1.08
Tumbling	.86		1.06
Upsetters- Small Under 3" (Inc. Cold Headers)	.86		1.13
Utility Operator (5¢ higher than Maximum for Operation)			
Washing Machine	.86		1.06
Welder - Frame - Hand	.86		1.18
Welder - Frame - Automatic	.86		1.13
Welding - Spot and Butt (Welding Tube)	.86		1.06

PRODUCTIVE - GENERAL (CONT'D)

Occupation	Rates Hiring Minimum	Maximum
Winding - Armature - Plant #6	.86	1.07
Winding - All Other Coils	.86	1.06

FEMALE EMPLOYEES

ACTIVITY CENTER - PRODUCTIVE GENERAL

Assembly (Riveting)	.70	.80
Armature Building - Coil Placing Machine	.70	.82½
Armature Building - Coil Papering	.70	.82
Armature Building - Connecting Armatures - Machine	.70	.82
Armature Building - Commutator - Hand	.70	.82
Armature Building - Connecting Armature - Hand	.70	.82
Armature Building - Coil Placing - Hand	.70	.82
Armature Building - Connecting Armatures - Hand - Plant #3	.70	.82
Braiding - Sub.	.70	.84
Braiding - Final	.70	.86
Drilling - General	.70	.80
Enamel, Duco, Bonderite Conveyor Tenders	.70	.80
Filing and Burring	.70	.80
Pantograph Engraver	.70	.80
Point Setting	.70	.82
Punch Press Operator	.70	.80
Soldering- Hand	.70	.80
Thread and Tap - General	.70	.80
Taper - Coil	.70	.80
Taper - Harness	.70	.82
Welder - Machine - Spot	.70	.80
Winding - Armature - Hand	.70	.82
Winding - Armature - Machine	.70	.84
Winding - Secondary Coils	.70	.86
Winding - All Other Coils (Armatures)	.70	.82
Winding - All Other Coils (Primary)	.70	.82
Winding - All Other Coils-Condensers	.70	.82
Winding - All Other Coils- Field Coils	.70	.82
Winding - All Other Coils- Shunt	.70	.82
Winding - All Other Coils- Solonoid, Magnetic Switches - Machine	.70	.822
Winding - All Other Coils - Resistance	.70	.80
Winding - All Other Coils - Magnetic Coils Winders - Hand -	.70	.82

Starting Rate now 80¢

Top Rates Increased 10¢, 12¢ & 14¢

See Women's Agreement, Supplement 3 to Local Wage Agreement

to next page

ACTIVITY CENTER - INSPECTION

Occupation	Rates Hiring	Minimum	Maximum
Inspector - Assembly - Final	.70		.80
Inspector - Regulator - Final	.70		.82
Inspector - Plating	.70		.82
Inspector - Preliminary Harness	.70		.82
Inspector - Armature Winding	.70		.82
Inspector	.70		.80

ACTIVITY CENTER - MATERIAL HANDLING

Counter - Receiving - Shipping - Processing	.70		.80
Stock Picker, Counter, Bundler and Packer	.70		.80

ACTIVITY CENTER - NON-PRODUCTIVE- GENERAL

Janitress	.70		.71

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A.OCONNOR Date 5-27-44

Plant involved GUIDE LAMP-DIV GENERAL-MOTOR-CORP ANDERSON- IND.

Name, title, address AND DEPARTMENT of person interviewed Agreement Attached

MACHINE SHOP
JESSE PAYNE-TOOLGRINDER. 1632 W. 21ST ST. ANDERSON- INDIANA
GEORGE BERKEBILE-INSPECTION-CHAIRMAN-BARG-COMM. 2627 TERHUNE " "
ROBERT-HARVEY-GUN-BARREL-DEPT- REC. SEC. 2905 LINCOLN ST. " "
MRS FERN ADKINS-WELDER-DEPT- EX. BD. STEWARD-1644 W. 17TH ST. " "
COLLECTING-FOR-SICK-NEEDY-FLOWERS-ETC,
MRS ISABEL ABRAMS-INSPECTOR-CHAIRMAN-COLLECTION-COMM. 1817 W. 22ND ST " "
MRS ALPHA-COUNTS-INSPECTOR-SHELL CASING-DEPT-CHNRMAN-ENTERTAINMENT-COMM " "
Trade Union Survey 3430 MAINE-ST " "

A. Information Concerning Local Unions

1. Name of Union ~~U.A.W.~~ IUAAAIWA Affiliation C.I.O.
2. Local No. 663 Address 2627 TERHUNE- ANDERSON: INDIANA
3. How long local organized? 1936- 8 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 1936 8 YEARS
6. President's name and address, if not listed above ABOVE

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
GUIDE LAMP-DIV.	2400	1600	2100	1400
GENERAL-MOTOR-CORP				

8. Union cost to worker:

	Men	Women
a. Initiation fees	2.00	2.00
b. Dues (specify period covered)	1.00 MO	1.00 MO.
c. Fines (" what for)	NO	NO
d. Other $1.00 ANNUAL-ASSESSMENT-TO INT. FOR ORGANIZING. REINSTATEMENT-FEE MAY RUN UP TO $15.00. DEPENDING-HOW FAR BEHIND THEY ARE IN THEIR DUES.		

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 1 WOMEN CHAIRMAN- SHE ADDS TO HER COMM FROM TIME TO TIME
COLLECTOR- FOR SICK + NEEDY- FLOWERS- ETC.
1 WOMEN-CHAIRMAN
SERVICE MENS COMM- 5 WOMEN- (WRITE TO SERVICMEN- SEND GIFTS ETC.)

b. List other committees:
NONE

c. Local union offices held by women:
1 EX. BD-MEMBER

d. Attendance at union meetings:
VERY POOR- 2-3 AT MEETINGS. IF AN ISSUE ARISES, GOOD ATTENDANCE. MEETINGS-ARE ON SUNDAYS.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
JESSE PAYNE- NO PROGRAM- FOR EITHER MEN OR WOMEN
All the women stated there was no program to interest women, the men constantly urge the women to come. Meetings are held on Sundays. They work 6 days a week. Women attended better when they worked a 5 day week.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:
JESSE PAYNE- STATED- The Co. urged the wives of service men to remain & work. after the war, they should quitt.
G. Bukebile- Genually speaking women should stay home & raise a family. He hoped that the ratio of men & women in the plant be the same after the war as before the war.
R. Harvey. Married women should quitt.
All stated, self supporting women should have equal chance to work.

b. Equal pay
All three above were for, equal pay. and they were working to remedy the differentials now in the plant.

X SEE PAGE 4-(9) of Schedule

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant GUIDE-LAMP DIVISION - GENERAL-MOTOR-CORPORATION
2. Address 1637 W. 25th St. ANDERSON - INDIANA
3. Product MACHINE GUN BARRELS-HEAD & TAIL LAMPS-FOR ARMY-TRUCKS-TANKS SHELL CASES.
4. How long since union had contract in this plant: 1937 - 7 YEARS
5. Payment of dues: Checkoff ____ Steward ✓ Other (specify) AT-OFFICE
6. How long women in this plant members of union: 1936 - 8 YEARS
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No ____
   They are called Top Committee men. No. men 7 No. women 0
   b. Labor management committees: Yes ____ No ✓
   No. men ____ No. women ____
   c. Shop steward: No. men 50 No. women 10
   They are called District Committee.
   d. Grievance committees: No. men 13 No. women 0
   If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Unable to get Report on this section-						

e. Other union committees in plant; their functions; and state if women are members: _____

Transportation No women Co. dont co-opnate with the union
Collection Comm - Women Chairman, she adds to the Comm.
when necessary. This Comm. takes up collectins for needy, sick, flowers
for funerals etc.

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: The union have asked for an arbitrator to arbitrate for women jobs (formerly mens jobs). Co. refused. A Repusentative from the local was sent to the RECENT meeting of EX. BD. of the INT. to see what could be done about the unequal pay for women. Now the officers feel, the unequal pay is in violation of the master contract. (Which to me it is)

X

b. Training and upgrading opportunities: Formerly, very few women were trained for mens jobs, at priant hundreds, are upgraded to mens jobs, but with the womens low rates of pay.

c. Seniority rights: The officers stated they were for local option on seniority in the master agreement. and when the W.L.B. rules on their master agreement, the officers will work for same seniority for men and women.

d. Special activities in regard to community services:
Member of Union on Pk. & Recreation Board.
" " " " O.P.A.
Red Cross Drives
Community Drives
Infantile Paralysis Drive.
Women serve on above Comm.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2-11-A-

b. Equal pay

SEE PAGE 2-11-B-

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

FERN-ADKINS-EX.BD. (WELDER) States there are 18 Women Welders, & they are very much opposed to the unequal pay. She spoke for equal pay for women as against a straight 10¢ hr increase for all women, at meeting when the vote was taken. All women working on mens jobs resent the unequal hr rate. She feels union could do more for the women.

ISABEL ARRAMS - Feels the union has helped the women a lot, but they could do more. If the women would only come to meetings, and do a little for themselves.

ALPHA COUNTS - Stated if the union would secure equal pay it would solve a lot of misundustandings, and unrest among the women. Women feel proud of being able to do mens work, after working a while, they dont like it, because of the unequal pay.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

Generally speaking NO.
But in many instances, they do begin on same kind of jobs

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No ✓
(2) For "men's" jobs on which women are employed? Yes_____ No ✓

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes_____ No_____
In matters not whether women do comparable work to men.
womens lower rates prevail.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

All six interviewed stated women were kept on lower paid jobs longer. They may upgrade to mens jobs but the highest hr rate received is 96¢ as per rate sheet.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes ✓ No ____
(2) plant wide ✓ If so, by sex Yes ✓ No ____
(3) occupation ✓ If so, by sex Yes ✓ No ____
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain:
The master agreement so provides Contract Page 29-(58) by sex. This provision is followed.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No ____
(2) lay-off Yes ✓ No ____
(3) rehiring Yes ✓ No ____

If yes, explain:
Because of contract provision on seniority.
MEN are promoted much faster than women)
women promote up to the highest Womens the rate, & Stay at that rate, no matter what job they do.

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No ____
Explain:
But if an opening on a day job and no request for transfer for that job, new employees may hire in on day jobs.

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women NO
b. If so, are they paid for: Men ____ Women ____
c. If deducted:
(1) By hourly rate differential: Men ____ Women ____
(2) By deduction for amount of time involved: Men ____ Women ____

8. Lunch periods:
   a. Length of lunch period: Men — Women —
   b. Paid for: Men — Women —
   c. If sex differential, give reason
Shifts that operate on 3 shifts have 20 min. & paid for
" " " " 2 " " 30 " " not paid for
The above applys to both men & women

9. What is plant practice in regard to pregnancy:
   a. No policy:
   b. Discharge: ✓
   c. Leave of absence
      (1) If yes, what is time limit?
      (2) Are seniority rights retained? Yes No
      (3) With pay? Yes (specify length) No
As quickly as they find out they are dismissed. May return to work when baby is 9 mo. old. Circumstances may alter it to 6 mo. If baby should pass away - they can come back earlier.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ NO INCENTIVE
   b. Piece NO PIECE-WORK IN PLANT

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No

3. If so, in how many such listed occupations are rates:
   a. Same for male and female NONE
   b. Lower for female ALL-JOBS
   c. Higher for female NONE
Whoever heard of higher rates for women

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with BERKEBILE- PAYNE- UNABLE-TO SECURE-LOCAL-CONTRACT-
(2) Verified by reference to contract (THEY-WORK-PRETTY-CLOSE TO MASTER CONTRACT)
(3) Contract attached to schedule MASTER AGREEMENT-

b. Date contract expires MASTER-AGREEMENT-OCT. 5-43-Subject to termination or modification thereafter by either Party upon 60 days Written notice.

c. Kind of contract: (Check) CONTRACT-PAGE 74-(172)
(1) Closed shop OR UNION SHOP
(2) Maintenance of membership ✓
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No ✓
(1) If not, rates: Men 86¢ P.H. Women 80¢ P.H.

b. Automatic progression policy: Yes ✓ No_____
(1) If such policy, same for women as for men: Yes_____ No ✓
If policies differ, explain:
Women increase 5¢ hr after 30 days
Men " 10¢ " " 30 "
Supplement Agreement #1 - Page 1-
" 2 - " 2-

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes_____ No ✓
(2) By equal pay clause: Yes ✓ No_____
(3) By rate of job regardless of sex: Yes_____ No ✓
MASTER CONTRACT- PAGE 78-(C)

d. Does contract openly discriminate against women: Yes ✓ No_____
If so, explain:
Seniority by sex
By a lower wage rate then men, when performing same quanity & quality of work.
AUTOMATIC- PROGRESSION- SEE B- ABOVE.

e. Mention of women in contract? Yes ✓ No_____ Explain:
MEN and women shall be divided into separate non-interchangable occupational groups. SUPPL. #1.
MASTER CONTRACT- PAGE 29- (58)-PAGE 34-(69)

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department ✓ If so, by sex Yes ✓ No ____
(2) plant wide ✓ If so, by sex Yes ✓ No ____
(3) occupation ✓ If so, by sex Yes ✓ No ____
(4) temporary (DURATION) and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain: CONTRACT- PAGE 29-(58)- PAGE 30-(59).
The Int. Union is conducting a refuendum vote on local autonomy on seniority. Local 663, this locdl voted in favor of local autonomy on seniority.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No ____
(2) lay-off Yes ✓ No ____
(3) rehiring Yes ✓ No ____

If yes, explain:
Women may promote, but with wage differentials. In lay-off & rehiring. Women have seperate seniority. CONTRACT-PAGE 29-(58)

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ____ CONTRACT- PAGE 41-94A-94B- 94E.
(2) Length of lunch period: Men 20 MIN Women 20 MIN
(3) Paid for: Men YES Women YES

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No ____ CONTRACT- PAGE 53-113-114- sick

(1) Maximum length IN FORMAL LEAVE -30 DAYS- FORMAL LEAVE 90 DAYS
(2) Length of service necessary to get maximum 6 MO. CONTRACT- PAGE 54-117

d. Does contract provide for paid vacations: Yes ✓ No ____
If yes, state provisions.
AFTER 1 years Siniority - 40 hours vacation
" 5 " or more " 80 " "

Contract Page 51- 110B-
" " 50-11A-

F. War Labor Board Case

1. Title of case N. R. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) _____, National Board (date) ✓ Dec-1943 or Jan. 1944

3. Type of case: Voluntary ✓ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

10¢ hr. increase for women
Supplementary 1-2-3
To local wage agreement
providing for wage
differentials.

The officius stated they tried to negotiate equal pay for women. Co. refused. and offered a counter proposal of 10¢ hr increase for all women. The Co. proposal carried in the local meeting. Whereupon the local union signed a joint request for 10¢ increase for women with the wage differentials. To W.L.B.

5. W.L.B. Ruling:

APPROVED-
The above issues.

The whole master contract is now before W.L.B. (DETROIT-REGION W.L.B.) Among the changes asked for, will provide local option on seniority.

6. If equal pay was ordered, when did it become effective: (Check one)

a. On date of expiration of contract_____

b. On date of certification to W.L.B._____

c. On date of W. L. B. decision_____

d. Not yet in effect_____

EQUAL PAY WAS NOT ORDERED.

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

RULING IS IN EFFECT.

8. How did women workers benefit from case?

10¢ hour increase -
(With Wage Differentials)

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

GUIDE-LAMP.DIV.GEN.MOTORS
U.A.W.LOCAL 663. C.I.O.
ANDERSON-IND.

May 23, 1944

1. G. Berkebile, Chairman bargaining Committee stated he did not like the present agreement on unequal pay and feels that when women can handle a man's job she is entitled to the men's hour rate. In many instances women do exactly the same kind of job; women receive the highest women's rate of 96¢ per hour. Men may receive $1.06 - $1.12 - $1.16 per hour depending on the job. A rather unfair situation he said.

Jesse Payne, President, feels the injustice of the unequal pay. When the question came up at the local meeting, whether to accept 10¢ per hour increase for women or the equal pay; he spoke against the 10¢ hour increase for women and for equal pay for women, he felt a lot more women would be put on men's jobs if the unequal pay would prevail, and that is exactly what happened.

2. Fern Adkins, Executive Board stated she was the first woman welder in plant. She feels men do less work than the women in her Department. They unload the guns, after the women weld them. It is a hot job, but not near as hard as welding and they take it pretty easy. "It Burns me up" she said they get $1.16 per hour and the women welders 96¢ per hour. The women welders were the only women on men's jobs, prior to the 10¢ hour increase for women. At the meeting she spoke in favor of Equal pay. After the local took action in favor of the 10¢ hour increase for women, Company began putting more and more women on men's jobs at women's rates. She feels the officers could do more for the women. Practically a whole new set of officers were elected in the last election. She hopes they will do better by the women.

3. Isabel Abrams, stated Mr. Firpo Shetterly, International Representative of the U. A. W. urged the women to accept the 10¢ hour increase, as against the equal pay. It seems he sold them on the idea of the 10¢ hour increase for all women, as against increase for those women who took over men's jobs, or equal pay for equal work. She said discussion at the meeting lasted over five hours. She felt the vote should have been taken by the women only; that the men were in the majority at the meeting. (Action must be by the local as a whole, not a woman's vote alone, A. J. O'Connor.) She said if the women would take more interest in the union, much more could be done for them. Women are nominated for office but will not accept.

GUIDE LAMP DIV-GENERAL-MOTS.
+
U.A.W. LOCAL 663-C.I.O.
ANDERSON-IND.

4. Mrs. Alpha Counts worked with the auxiliary for six or seven years; has been to several U. A. W. Conventions. She stated the women let the men lead them around. Union meetings were better attended by women when they worked the five day week. They have had alternate committee members. Women are nominated but they won't accept. Men have fought the idea of women being employed on men's jobs. Only within the last year women have been put on men's jobs. Some of the men feel women are not entitled to men's rates. She knows the unequal pay situation, is cause of a lot of trouble. And it would be a wonderful thing if the Union could eliminate it. The Union has, however, done a real job in the plant. In 1929 she began at 19¢ an hour after six months 21¢; another six months - 23¢

WOMEN FOR COMM-MEMBERS

AP Wirephoto from Digital Corp.

WORKERS DEFY SAFETY RULING WITH WALK OUT

132 Guide Lamp Employes Fail to Procure Glasses For Dangerous Work

Officials of the Guide Lamp Division revealed last night that 132 employes of the gun barrel department had left their jobs yesterday in defiance of a safety regulation concerning the use of safety glasses, seriously hindering production of war equipment at the local plant.

The regulation, company officials said, calls for the wearing of safety or personal glasses by all members of the gun barrel department because of the importance of protecting the employes' eyes against accidents.

Pointing out that the General Motors safety record is outstanding in the nation, officials said that the safety glass regulation is the commonly accepted recommendation of authorized safety engineers. General Motors last week was awarded the "S" pennant of the National Safety Council, the only two-time winner of the council's special wartime award.

Employes of the gun barrel department were asked to procure the glasses through channels set up by the company in order that prescription ground glasses might be obtained by the employe with a minimum of cost, the Guide Lamp management stated. Non-prescription glasses are provided by the company without cost.

Deadline Yesterday

Wednesday morning was set by the company as a deadline for the procurement of the glasses. Told that there would be no work available for those who refused to wear the safety equipment, 132 employes

(Continued on Page Two)

WOMAN INJURED WHEN CAR HITS UTILITY POL

...R.

...ussians ...
inforcements on the south... of the long battle line and in the central sector.

WORKERS REFY

(Continued on Page Two)

of the department left their jobs early yesterday.

"It is hoped that the common sense character of this safety rule is such that employes will see that it is to their own advantage to obtain and wear proper safety equipment," the announcement said.

255 STUDENTS

(Continued from Page One)

Lou Hahn, Dorothy May Hallett, Barbara Sue ...

NATIONAL WAR LABOR BOARD

In the matter of:

GENERAL MOTORS CORPORATION

and

UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA — CIO

September 26, 1942

Case No. 125
(Consolidated with Case No. 128)

DIRECTIVE ORDER

Pursuant to Paragraph 3 of the Executive Order of January 12, 1942, the Directive Order of the National War Labor Board in the above entitled case is as follows:

1. **Union Security**

The following provision shall be included in the new Agreement between the parties:

> "In order to secure the increased production which will result from greater harmony between workers and employers and in the interest of increased cooperation between union and management, which cannot exist without a stable and responsible union, the parties hereto agree as follows:
>
> "All employees who, 15 days after the date of the directive order of the National War Labor Board in this case are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and those employees who may thereafter become members shall, during the life of the agreement, as a condition of employment, remain members of the Union in good standing.
>
> "The Union shall promptly furnish to the National War Labor Board and to the Corporation a notarized list of members in good standing 15 days after the date of the directive order. If any employee named on that list asserts that he withdrew from membership in the Union prior to that date and any dispute arises, the assertion or dispute shall be adjudicated by an arbiter appointed by the National War Labor Board whose decision shall be final and binding upon the Union and the employees.
>
> "The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and by-laws of the Union) the dispute shall be regarded as a grievance and submitted to the grievance machinery."

2. **Wages**

(a) There shall be a flat wage increase of four (4) cents per hour.

(b) The flat wage increase and the adjustment of hiring rates shall be made retroactive to April 28, 1942 in accordance with the interim agreement.

(c) Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations.

Any dispute arising as to the question of quality, quantity or comparability, as herein definited, shall be subject to final determination by an arbitrator appointed by the National War Labor Board; provided, however that any such dispute which involves an alleged violation of a local wage agreement shall be settled within the procedural framework of the grievance provision in the Agreement.

The parties shall include in the new Agreement the above provisions and in their application shall be guided by the Opinion of the Board in this case.

(d) The following provision shall be included in the new Agreement between the parties:

> "New employees shall be hired at a rate no lower than ten (10) cents below the rate of the job classification and shall receive an automatic increase of five (5) cents at the expiration of thirty (30) days. Every employee who is retained by the Corporation in the job classification shall receive an increase to the rate for the job classification within ninety (90) days or as soon as he or she can meet the standard requirements for an average employee on the job, whichever occurs first, provided however, that deviation from the above rule may be made pursuant to negotiation between the local shop committees and local management, for jobs requiring more than ninety (90) days to attain average proficiency.
>
> "The foregoing paragraph shall not apply to tool and die rooms or to any job classifications presently covered by upgrading agreements."

3. **Night-Shift Bonus**

Paragraph (52) in the 1941 Agreement between the parties shall be included in the new Agreement without change.

4. **Call-In Pay**

The parties shall provide in their new Agreement for a minimum of three (3) hours call-in pay.

5. **Hours of Work and Overtime Pay**

The interim agreement of May 22, 1942, between the parties shall be modified pursuant to Section 2 of Executive Order 9240 "Regulations relating to Overtime Wage Compensation" which directs all federal departments and agencies to "conform the provisions in all existing contracts negotiated, executed or supervised by them to the policies of this Order" to include the following paragraph:

> "No premium wage or extra compensation shall be paid for work on customary holidays except that time and one-half wage compensation shall be paid for work performed on any of the following holidays only: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and either Memorial Day or one other such holiday of greater local importance."

The interim agreement as so modified and the interpretation of the interim agreement of June 22, 1942, shall be included in the new agreement or shall remain in effect as a collateral agreement within the option of the parties.

6. **Vacations**

The following provision shall be incorporated by the parties in their new Agreement:

> "In lieu of vacation with pay for the year 1942, forty (40) hours' pay at each employee's rate of pay on July 1, 1942, not including overtime and night shift premiums will be paid each factory employee (including employees compensated on group bonus or piece

work, based on the average hourly rate for the hours worked between January 1, 1942, and July 1, 1942, exclusive of overtime or night shift premiums*) covered by this Agreement having one year's seniority on July 1, 1942, who is working on that date, or who has been laid off since May 1, 1942, or who has entered military service since July 1, 1942.

"Each factory employee having sufficient seniority, but who would otherwise be ineligible because of conversion layoffs, shall be eligible if he has worked during 75% of the pay periods during the twelve (12) months preceding the date of his conversion lay-off. Such an employee who has since his lay-off been hired in any plant of the Corporation or in the Yellow Truck and Coach Company, Pontiac Plant, shall be eligible as though he had been recalled to the plant where he acquired seniority. Any such employee who has failed to report for work when he received notice of recall or was offered comparable employment in any plant of the Corporation, or in Yellow Truck and Coach Company, Pontiac Plant, shall forfeit his eligibility under this clause.

"Employees having five (5) or more years seniority as of July 1, 1942 shall receive eighty (80) hours pay in accordance with the above provisions.

"Irrespective of any employment or unemployment on the part of any such employees, such payment shall be made between October 5, 1942, and November 15, 1942, unless the employee elects in writing to take such payment at a later date; but in any event such payment shall be made no later than December 1, 1942."

*Note: This will be computed to include the 4c per hour increase for the entire period from January 1, 1942 to July 1, 1942.

7. **Performance by Foremen of Work Regularly Done by Employees**

The following provision shall be included in the new Agreement between the parties:

"Supervisory employees shall not be permitted to perform work on any hourly-rated job except in the following types of situations: (1) in emergencies, when regular employees are not immediately available; (2) in the instruction or training of employees; and (3) in the performance of necessary work when production difficulties are encountered on a job."

8. **Powers of the Umpire**

Paragraph (46) in the 1941 Agreement between the parties shall be supplanted by the following provision:

"It shall be the function of the Umpire, after due investigation and within thirty days after submission of the case to him, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of the following sections of this Agreement, and written local or national supplementary agreements on these same subjects: Recognition; Representation; Grievance Procedure; Seniority; Disciplinary Layoffs and Discharges; Call-In-Pay; Working Hours; Leaves of Absence; Union Bulletin Boards; Strikes, Stoppages and Lock-outs; Wages, except Paragraph (96); General Provisions; Upgraders; Paragraph (79) relative to procedures on Production Standards; Paragraphs (94) and (95) relative to employment of laid off General Motors empolyees; and of any alleged violations of written local or national wage agreements. The Umpire shall have no power to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising under Paragraph (78) regarding Production Standards. Any case appealed to the Umpire on which he has no power to rule shall be referred back to the parties without decision."

9. **Negotiation of Local Agreements**

Paragraph (130) in the 1941 Agreement between the parties shall be supplanted by the following provision:

"With respect to any matter that is to be negotiated locally the Corporation will fully inform the Union and the Union will fully inform the Corporation as to the limits, if any, set by higher authority upon the scope of the local negotiations."

10. **Duration of the Agreement**

The Agreement between the parties shall continue in effect without change until October 5, 1943; provided, however, that the wage question may be reopened by either party after six months from October 5, 1942, in the event that changes in the national wage policy necessitate adjustments in existing relationships.

11. **Remaining Demands**

All other demands made by either the Union or the Corporation shall be denied.

/s/ William H. Davis, Chairman
/s/ Frank P. Graham
/s/ George W. Taylor

Concurring except for Paragraph 3 on Night-Shift Bonus

/s/ Wayne L. Morse

Concurring except for Paragraph 2 (a) on Wages and Paragraph 3 on Night-Shift Bonus

/s/ Robert Watt
/s/ Fred Hewitt
/s/ Richard T. Frankensteen
/s/ Thomas Kennedy

Concurring except for Paragraph 1 on Union Security, Paragraph 6 on Vacations, Paragraph 7 on Performance of Work by Foremen, and Paragraph 8 on Powers of the Umpire

/s/ Robert Black
/s/ Almon E. Roth
/s/ H. L. Derby
/s/ Roger Lapham

(SEAL)

NATIONAL WAR LABOR BOARD

In the matter of:

GENERAL MOTORS CORPORATION
and
UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO
and
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, CIO

September 26, 1942

Cases #125 and #128

OPINION OF THE BOARD

OPINION BY: George W. Taylor

The above entitled cases were combined by the National War Labor Board for joint consideration because of the similarity of most of the issues involved. Separate directive orders have been issued for each case. The present opinion refers to certain points in both cases upon which some comment appears to be pertinent.

Wage Issues

A general wage increase of $.04 per hour has been provided to all employees covered by the cases and it is the intention of the Board that the $.04 increase in question will be made in the present rates of all job classifications. This general wage increase and the adjustment in hiring rates have been made retroactive to April 28, 1942 in accordance with the interim order of May 22, 1942 between the parties which reads, in part, "other economic concessions and any wage adjustments shall be retroactive to April 28, 1942."

Wage Rates for Female Employes

The National War Labor Board has accepted the general principle that wages should be paid to female employees on the principle of equal pay for equal work. It believes that ther should be no discrimination between employees whose production is substantially the same on comparable jobs. This is not a new principle. It was enunciated by the War Labor Board set up in 1917 to deal with industrial problems arising during the first World War. Our country will depend in this war more and more upon its women to produce the materials with which its men will fight. In calling upon American women to play such a vital role on the industrial front, the country has an obligation to provide the utmost assurance that they will not be subject to discriminatory treatment in their compensation. Careful attention must be given to the equitable effectuation of this principle.

The Board has directed the parties to include in their new agreement a provision that wage rates for women shall be the same as for men where they do work of comparable quantity and quality in comparable occupations. The wording of this paragraph in the Directive Order indicates the impropriety of using slight or inconsequential changes in a job as a reason for setting up a wage differential against women employes. Wage-setting on such a basis is not compatible with the principle of equal pay for equal work. The Board wishes to stress, however, that the definition embodied in its Directive Order on this issue is not related solely to the physical characteristics of the operation performed. The quality and quantity of production must also be considered. Female employees assigned to an operation which has been or which is performed by men should receive the same pay when they produce the same quality and quantity of output. Any differential which results in lower pay to women under such conditions would be discriminatory. On the other hand, where lower production or performance standards must be established for women, an adjustment of wage rates is compatible with equal pay for equal work.

The Board has already, in the case involving Norma-Hoffman Bearings Corporation and the United Electrical, Radio and Machine Workers of America, CIO and more recently in the case of the Brown and Sharpe Manufacturing Company and the International Association of Machinists, AFL, taken cognizance of the fact that it is often impossible or inadvisable for female employees to undertake heavy physical labor which has been established as a part of certain jobs when performed by men. In such cases, the employment of women workers may entail extra supervision, extra set-up men, or extra carry-off men. As pointed out in the Brown and Sharpe opinion, extra labor costs can be computed in these circumstances and can be given pro-rata weight in establishing an equitable rate of pay for the female workers. Such an adjustment of rates is in line with the equal pay for equal work principle where it is necessary to prevent an increase in unit labor costs. On the other hand, such a division of work and specialization of tasks may frequently be made without increasing labor costs even though the female employees continue to receive the established rate for the operation. In such cases, there is no sound basis for setting a differential rate against the female employee. Such division of tasks has often been used on jobs manned by male employes as a means of reducing unit costs while maintaining hourly rates. There are sound reasons therefore for guarding against the use of the procedure to cut women's rates under such circumstances.

The previous discussion indicates some of the factors which must be taken into account in equitably effectuating the principle of "equal pay for equal work." This matter cannot be entirely disposed of by any clause, no matter how carefully it may be worded. The principle of equal pay for equal work must be worked out in individual situations by parties who cooperate in good faith to secure the desired objective. Even under such circumstances, there may be honest differences of opinion. It is in recognition of this fact that the Board has provided in this case that certain disputes regarding the rates established for women employees shall be treated as grievances and handled through the established grievance procedure. In the case involving the U.A.W. such cases are ultimately subject to umpire determination insofar as they may represent a question of compliance with a local wage agreement. The Board has further provided in the U.A.W. case that any dispute as respects rates for female employees which does not properly fall within the jurisidiction of the umpire, as provided in the agreement between the parties, shall be finally determined by an arbitrator appointed by the Board.

The Board has excluded wage rate adjustments for women's work from the retroactive provision of the Directive Order, because it believes that rates for women already established should be presumed to be correct in the absence of concrete and specific evidence that the rate has been established in violation of the principle of equal pay for equal work. Where such evidence is submitted and an adjustment is agreed to or is made by a decision of the umpire or arbitrator, the question of retroactive pay may best be left to the agreement or the decision, as the case may be.

Hiring Rates for New Employees

The Board has included in its Directive Order a provision that new employees shall be hired at a rate not lower than 10 cents below the rate of the job classification; that they shall receive an automatic increase of 5 cents at the expiration of 30 days; and that every employee shall receive an increase to the rate for the job classification within 90 days or as soon as he or she can meet the standard requirements for an average employee on the job, whichever occurs first. This, too, is not a new problem. The Union has consistently attempted to establish through direct negotiations with the Corporation a minimum rate for new employees in relation to the established rate for the job classification prior to the employee's receiving the established rate. The Union raised this problem before the National Defense Mediation Board in April, 1941, and urged that a uniform system of paying new empolyees be adopted. The Corporation was reluctant to accept the Union's point of view on this issue and maintained that this was a problem that could and should be worked out satisfactorily on a local basis. The Union accepted the Corporation's point of view and withdrew its demand. It has become apparent, however, that it is very difficult for the parties to agree upon necessary changes in past practices in this respect through local negotiations.

The Board has felt it to be necessary to provide a hiring rate procedure which would eliminate the practice, at some plants, of paying recently hired employees at considerably less than the classification rate long after they had acquired average competence on a job. Such a wage differential cannot be justified on any equitable grounds. At the same time, the Board has recognized the necessity of assuring that regular rates are not paid to employees prior to the time when they are able to meet the standard requirements of the average experienced man on the job.

The Board believes that the provision on hiring rates included in this Directive Order meets the problem raised by the Union while fully protecting the rights of the Corporation. The Board stresses the fact that job classifications presently covered by up-grading agreement, as well as tool and die jobs, are expressly excluded from the provision. Moreover, the Board has provided that deviation from the rules laid down in the provision may be negotiated when this is required by local conditions, and the Board wishes to make very clear that it has no intention of requiring the Corporation to pay the regular rate to a new employee after ninety days when the job is such that average competence cannot be acquired in ninety days.

Vacation Allowance

The Board has approved the Union's request that employees having one year of seniority shall receive forty hours pay in lieu of vacation, while employees with five or more years seniority shall receive eighty hours pay. The clause in the previous agreement provided only for forty hours pay for employees having at least one year's seniority.

This change in the vacation allowance would ordinarily have merely required a simple addition to the previous clause on this subject. Some further changes have been deemed by the Board to be necessary, however, in order to provide for eligibility of employees because of the complexities introduced by temporary layoffs occasioned by shut-downs for conversion during the past year.

The Board has determined to use the clause of the previous agreement as the basis for its order, making such changes and additions as were deemed to be necessary to meet the problems incident to the conversion layoffs.

OPINION BY: s/ George W. Taylor

NATIONAL WAR LABOR BOARD

GENERAL MOTORS CORPORATION

and

UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA—CIO, and UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA—CIO

September 26, 1942

Cases No. 125 and 128

DISSENTING OPINION ON MAINTENANCE OF MEMBERSHIP

We dissent from the majority opinion ordering the inclusion of a compulsory maintenance of membership clause in the contract between the corporation and the unions. In addition to many of the reasons given in previous cases by the employer members of the Board, there are other compelling reasons in this case against the Board directing that members of the unions maintain their membership in the unions for the duration of the contract.

We find in this case a history of continued growth of the unions in the plants of the corporation, and there is no evidence to indicate that the labor policy of the corporation interferes with this growth or with the rights of the unions. There are involved 103 General Motors bargaining units which have been certified by the National Labor Relations Board, comprising presently over 225,000 employees. In cooperation with the unions, the corporation has established effective machinery of collective bargaining for the settlement of grievances and matters of employer-employee relations. A genuine effort on the part of the corporation to facilitate the handling of collective bargaining with its employees is indicated.

The General Motors Corporation is engaged in a huge program of war production and the management is faced with almost insurmountable tasks. Success of its efforts is of the most vital importance to the Nation's war program. To impose on the Management at this time the added burdens which will inevitably result from such a compulsory change in its employee-employer status is unwarranted. There are no labor disturbances in any of the plants, and it is not conceivable to us that a new set of rules and regulations imposed by maintenance of membership provisions would add to the present harmonious relations, nor do we see how in any way it might increase the production in the plants. Instead, we have valid reasons to feel that the opposite result would inevitably occur. The history of collective bargaining does not indicate that union security will promote union responsibility nor closer cooperation between management and labor. The promise upon which maintenance of membership is granted to the unions by the majority is, therefore, untentable.

Further, while this maintenance of membership clause may be less objectionable to the corporation than other union membership maintenance clauses which have been ordered in previous cases decided by the Board, nevertheless, it still leaves the real danger of the loss to the corporation of the services of highly trained men vital to the war effort. The Board's order provides that those employees who are members of the unions when the fifteen day "free time" has elapsed must on penalty of discharge remain in good standing with the unions throughout the year's duration of the contract. It is not only possible but probable that with so large a number of employees many controversies will arise between the unions' officers and various of its members, and these members may refuse or neglect to comply with some of the union rules and regulations, and accordingly they become in "bad standing" with the unions. In this event, the corporation under the present Order must discharge such men no matter how vital their efforts are to production or how irreplaceable their skill might be in their key jobs. To impose such conditions over the vigorous protest which has been registered by the management charged with the responsibility of conducting this vast enterprise is, in our opinion, unsound.

We, therefore, must register our dissent to that portion of the Board's Order directing the inclusion of a clause in the contract imposing maintenance of membership in the contract.

s/ Harry L. Derby

s/ Robert F. Black

s/ Almon E. Roth

48.

1 Co[illegible]
2. Card - "Authorization for Voluntary Dues Deductions"
3. Agreement

48

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent O'CONNOR Date 6-3-44

Plant involved BRIDGE PORT BRASS ORDNANCE PLANT. Agreement attached

Name, title, address AND DEPARTMENT of persons interviewed

MRS DESSIE PRES-FABRICATING-DEPT-1109 S. PERSHING-INDIANAPOLIS- IND
SAFERIGHT PRODUCTION

MISS DOROTHY MC-NEELEY-INSPECTOR-DEPT- 1729 S. THADDEUS- " "

JOE SMITH- EX. BD. JANITOR IN MAINTENCE DEPT-(COLORED) 641 UDELL - " "
SOMETIMES ACTS AS STEWARD (IF STEWARD IS ABSENT)

MRS LOUISE WISEMAN- PRESS-OPR. CUP & DRAW UNIT. 1760 TIBBS- " "
FORMER REC. SEC.

ED. G. GREENE, FIN. SEC. TOOL-ROOM-GRINDER 1402 EUCLID " "

MRS MABLE WHITE-OLDER MEMBER-MACHINE-OPR. FABRICATION-UNIT- " "
Trade Union Survey 2233 WHEELER-

A. Information Concerning Local Unions

1. Name of Union UNITED-MINE-MILL & SMELTER-WORKERS Affiliation C.I.O.
2. Local No. 607 Address 315 LEMCKE-BLD. INDIANAPOLIS- IND-
3. How long local organized? JUNE-42 - 2 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? JUNE-42 - 2 YEARS
6. President's name and address, if not listed above ____

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
BRIDGE PORT-BRASS-ORDNANCE PLANT-	1300	500	975	375

8. Union cost to worker:

	Men	Women
a. Initiation fees	3.00	3.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO.
c. Fines (" what for)	NONE	NONE
d. Other		

Members become in arrears in dues for 6 mo. a charge of 5.00 Reinstatement fee & dues for first month is charged Same for men & women

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 1
SICK + FLOWER- 4

b. List other committees:
INSURANCE PLAN-

c. Local union offices held by women:
PRESIDENT } These two are members of Ex. Bd. by virtue of
REC. SEC. } their office.

d. Attendance at union meetings:
POOR. WOMEN. HAVE HOME RESPONSIBILITIES, MANY OF THEM HAVE CHILDREN.
MEN DO NOT ATTEND SO WELL EITHER. GAS RATIONING AN ISSUE MANY-LIVE IN NEAR BY TOWNS AND DRIVE.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

NO PROGRAM- FOR EITHER MEN OR WOMEN.

DESSIE SAFERIGHT
JOE SMITH
ED. G. GREENE

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

DESSIE SAFERIGHT-PRES. Stated seniority will prevail, women will continue to work in plant if it operates after the war.

ED. G. GREENE- FIN. SEC. He felt if women have support, they should quitt when war is over, he thought many of them would. Women have said to him, they are working for duration only.

DOROTHY MCNEELEY. REC. SEC. Many women will need to work after the war. many Stay home 1 day a week to catch up with housework + rest. Absenteeism is 5% including men + women.

b. Equal pay

JOE. SMITH-EX. BD. (COLORED) He stated, no more than fair, that women have Equal pay, for quanity, + quality work.

ED. G. GREENE. He is for equal pay, if women dont need assistance If helper is necessary, he thinks a differential is fair.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant BRIDGEPORT-BRASS-ORDNANCE-PLANT
2. Address S. HOLT-ROAD-INDIANAPOLIS-IND
3. Product CARTRIDGE-SHELLS-STRIP BRASS-30-50 CALIBER CUPS-DISC-& BLANKS
4. How long since union had contract in this plant: JULY-1943
5. Payment of dues: Checkoff ✓ Steward ____ Other (specify) CAN-PAY-TO OFFICERS.
6. How long women in this plant members of union: JUNE-42- 2 YEARS
7. Were women employed on production in this plant in normal times: —
CO. STARTED-2 YEARS AGO. IN INDIANAPOLIS
8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes ✓ No ____
THEY-CALL IT-SHOP-COMMITTEE. No. men 6 No. women 2

b. Labor management committees: Yes ✓ No ____
No. men 50 No. women 10
SEE PAGE-13

c. Shop steward: No. men 20 No. women 0
d. ↖ IS SAME AS-8 ABOVE Grievance committees: No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
NO. REPORT						

e. Other union committees in plant; their functions; and state if women are members: NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

When women qualify on mens jobs they receive the mans rate. Women who are hired to replace men must serve 14 day trial period @ 55¢ hr (mens hiring rate is 65¢) If they qualify after the 14 days, they receive 65¢ hr. the hiring in rate for men.

b. Training and upgrading opportunities:

Generally Speaking women do not upgrade if men are available.

c. Seniority rights:

Seniority clauses, do not mention sex, but where there are definite womens jobs, and mens jobs, Seniority will naturally by sex.

d. Special activities in regard to community services:

Infantile paralysis Drive
Red Cross Drive
United War Fund
Union members gave 210 PINTS BLOOD LAST-XMAS.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2 - 11-A.B.

b. Equal pay

SEE PAGE 2-11-B.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

DESSIE SAFERIGHT. PRES. Stated the union was helping the women, if the women would only do a "Little Something" to help themselves. Union have had women Shop Stewards, but in last election no one would run.

DOROTHY-MC-NEELEY-REC.SEC. Said, there was no special program for women, whatever gains were made men & women would benefit.

LOUISE WISEMAN-FORMER. REC.SEC. Stated, men begin at higher hour rate and continue progress, in the higher hour rate bracket. Women do not progress to the higher paid jobs, if men are available. She feels union could help in that respect.

MABEL WHITE — She stated, the union could do more for the women. In many instances, ~~women~~ women do exactly same work as men (temporarily), but dont receive mens hour rates. If women are permantly on mens jobs then they receive mens hour rates.

A-MEMBER-SINCE UNION ORGANIZED.

✓

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes ✓ No_____
(2) For "men's" jobs on which women are employed? Yes ✓ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No ✓

b. By bargaining? Yes ✓ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

DESSIE-SAFERIGHT- Stated women begin at lower hr. rate, but generally Speaking on different work than men; men have however begun on same kind of job. women are upgraded but the ~~biggest~~ majority work on lower hour rate jobs than men do.

LOUISE-WISEMAN. Said many mens jobs are too heavy for women but thier are mens jobs women could do, but the women are very definitely on lower paid jobs longer than men.

DOROTHY-MCNEELEY- REDSEC. Stated, certain units in plant all women work, women hire in for that unit they progress to the highest hour rate for women and usually stay there.

✓

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ JOB SENIORITY If so, by sex Yes_____ No ✓
(2) plant wide ✓ ONLY FOR LAYOFFS If so, by sex Yes_____ No ✓
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers — If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes — No —
(2) lay-off Yes_____ No ✓
(3) rehiring Yes_____ No ✓

If yes, explain:
The men interviewed stated there was no discrimination in promotion, but the women said there were. However the Women president said if the women really want to train for upgrading they can do so. (Co. practices very very little in plant training.)

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes — No —
Explain:
Move up by seniority, any day jobs open, & no request to transfer; new employees placed on day shift.

7. Rest periods:

a. Does plant provide formal rest periods: Men YES Women YES
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

✓

8. Lunch periods:
   a. Length of lunch period: Men 15 MIN Women 15 MIN
   b. Paid for: Men YES Women YES
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence _____
      (1) If yes, what is time limit? _____
      (2) Are seniority rights retained? Yes _____ No _____
      (3) With pay? Yes (specify length) _____ No _____

No case so far, Pres. felt a leave of absence would be granted, All leave of absence, seniority accumilates. NO PAY.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ WITH-(THEY-CALL IT) PREMIUM
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female N.R.
   b. Lower for female N.R.
   c. Higher for female N.R.

✓

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule ✓

b. Date contract expires MAY-1-45-AUTOMATICALLY-RENEWED-FROM YEAR TO YEAR UNLESS-ATLEAST-30 DAYS-NOTICE-OF CHANGE-

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership ✓

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓ CONTRACT- PAGE 3

(1) If not, rates: Men 65¢HR. Women 55¢HR. 7A.

b. Automatic progression policy: Yes ✓ No _____

(1) If such policy, same for women as for men: Yes ✓ No _____

If policies differ, explain: CONTRACT- PAGE 3- 7B.

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(3) By rate of job regardless of sex: Yes _____ No ✓

d. Does contract openly discriminate against women: Yes ✓ No _____

If so, explain:

A LOWER BEGINNING-RATE
WOMEN MUST SERVE-14 DAY-TRIAL PERIOD-ON MENS JOBS, BEFORE RECEIVING MENS HIRING-RATE.
CONTRACT- PAGE 4- 7D.

e. [redacted] Mention of women in contract? Yes ✓ No _____ Explain:

FEMALE HIRING RATE 55¢ HR. CONTRACT-PAGE-3-7A.
WOMEN HIRED TO REPLACE MEN-ETC. " " 4-7D.

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department ✓ If so, by sex Yes ____ No ✓
(2) plant wide ✓ If so, by sex Yes ____ No ✓
(3) occupation ____ If so, by sex Yes ____ No ____
(4) temporary (DURATION) and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain: CONTRACT- PAGE 11- 1st PARAGRAPH.
" " 11- 26B.

b. Are women discriminated against in any of the following provisions:
(1) promotion Yes ✓ No ____
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:
1. WOMEN MUST SERVE 14 DAYS- TRIAL PERIOD -TO RECEIVE MENS BEGINING RATE. CONTRACT- PAGE 4- 7D.
2. CONTRACT- PAGE 11- 27- 28-
3. CONTRACT- PAGE 13- 35- 36

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:
(1) No provision ✓
(2) Length of lunch period: Men ____ Women ____
(3) Paid for: Men ____ Women ____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No ____
(1) Maximum length NOT-STATED- CONTRACT- PAGE 14-59-2nd PARAGRAPH-
(2) Length of service necessary to get maximum 90 DAYS ? Can't find in contract

d. Does contract provide for paid vacations: Yes ✓ No ____
If yes, state provisions.
EMPLOYEES- WHO HAVE -12 mo. SERVICE-BY- JULY-1-44- SHALL BE ENTITLED TO A WEEKS VACATION- WITH AVERAGE WEEKS PAY.
48 HOURS- MAXIMUM- PAY
40 " MINIMUM- "
CONTRACT- PAGE 8-9- 21A.
ABOVE- IS SUBJECT -TO APPROVAL OF W.L.B.

F. War Labor Board Case

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

FORMER. ISSUES-
APPROVAL OF CONTRACT-
5¢ HR. INCREASE

PRESENT-ISSUES.
APROVAL OF NEW-CONTRACT

5. W.L.B. Ruling:

APROVED-THE ABOVE.

W.L.B. RULING-
APROVED NEW CONTRACT-
EXCEPT-VACATION PLAN.

EXPECT-W.L.B. RULING ON
VACATION-SHORTLY.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

FORMER-RULING- IN EFFECT-

8. How did women workers benefit from case?

SEE PAGE 11- 4-5-

BRIDGEPORT-BRASS ORDNANCE PLANT
&
LOCAL 607 UNITED MINE MILL & SMELTER WORKS
INDIANAPOLIS, IND.

The Labor Management Committee have the following sub committees:

Safety, Fire and Good Housekeeping in the plant.
Publicity and Radio News
Plant Efficiency
Transportation
Bond Committee
Absenteeism "
Suggestion "
Poster "

The Labor Management Committee have two co-chairman; one from management, one from labor.

Each sub-committee have two co-chairman; one from management, one from labor, each alternates in presiding.

The chairman of each sub-committee form a Steering Committee, to which they report to.

The Company gave a dinner in the plant, using the cafeteria , the office force serving for the Labor Management Committee on May 9th. The chairman of each committee spoke, including the two women who were chairman of their respective committees.

Mabel White says the gloves the company furnishes are more "Holey" than "Godly". Women burn their hands because of the ragged gloves. The Company has a big labor turnover among women, she feels it is because of the lower hour rates for women in comparison to the kind of work men do, and their higher hour rate. She said men admit, women work harder than they do, and yet receive lower hour rates.

Dessie Saferight, stated, upgrading depends a good deal on ability to learn and dependability.

Neither men or women upgrade if they have a high absentee record. Women are rather new in union thinking and are inclined to be pacified with little favors from the foreman, rather than something worth while for all. In her department, jobs are posted. Anyone in department can bid for them, seniority and qualification governs.

JOE SMITH (colored) stated the company's main plant is in Bridgeport, Connecticut. Employees there have been organized 7 years in C.I.O. and their contract in Indianapolis is similar. He said the Assistant plant manager is a very fine and understanding man. He turned him a "Regular Guy" and they get pretty much what they go after. He said very few women upgrade from the fabricating department to Machine Shop; rather new women are taken in, some with experience. If women grade the same, they receive same hour rate as men.

MAY- 1944 INDIANAPOLIS-IND.

AUTHORIZATION FOR VOLUTARY DUES DEDUCTIONS

To the Bridgeport Brass Ordnance Plant:

I hereby voluntarily authorize and direct the Bridgeport Brass Ordnance Plant to deduct from my wages the sum of one dollar ($1.00) per month for membership dues of the International Union of Mine, Mill and Smelter Workers, Local #607 (Affiliated with the C.I.O.).

If and when by appropriate action of the membership of the Union, the monthly dues are increased to a sum not to exceed $1.50 per month, I hereby authorize monthly deductions of such dues. The Ordnance Plant shall be entitled to rely on receipt of written notice from the Financial Secretary of the Union as conclusive evidence of such approval.

This authorization shall be deemed to be effective from February 20, 1944 and shall remain in force for the duration of the current contract between the Ordnance Plant and said Union and thereafter subject to the terms of Article 3b of the contract.

It is understood that monthly deductions shall be made from wages paid on the second pay day of the calendar month or if no pay is due then on the next pay day on which wages are paid.

The deductions authorized shall be remitted by you to the Financial Secretary of the Union and I agree to save the Ordnance Plant harmless for deductions made in accordance with this authorization.

Signature_____

Date_____ Clock. No._____

Witness_____ Dept. No._____

49.

1. Comments
2. Agreement

49

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-R106
Approval expires 7/15/44

Agent A.OCONNOR Date 6-3-44
Plant involved WEST-PULLMAN-WORKS- INT. HARVESTER-CO. CHICAGO-ILL
Agreement Attached

Name, title, address AND DEPARTMENT of person interviewed

GEORGE SHANTA-PRES.

CHARLES-KILLINGER. INT.REP. OF-FARA-EQUIPMENT-WRKS- 956 W. 119th ST-CHICAGO-ILL

MISS ANN-PANOZZO-STEWARD- 11615 Lafayette St. CHICAGO-ILL

MRS MARTHA ALEXIS-STEWARD (COLORED)- 5320 S. MARYLAND-AVE-CHICAGO-ILL

MRS SOPHIE SOLTYS-STEWARD-124 E. 118th PLACE - CHICAGO-ILL

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union UNITED FARM-EQUIPMENT-WORKERS-OF AMERICA Affiliation C.I.O.
2. Local No. 107 Address 956 W. 119th St. CHICAGO-ILL
3. How long local organized? JUNE-1941- 3 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ; (3) maintenance ✓
5. How long women members? JUNE-1941- 3 YEARS
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
WEST-PULLMAN-WORKS- INT. HARVESTER-CO. CHICAGO-ILL	1800	1700	1300	1200

8. Union cost to worker:

	Men	Women
a. Initiation fees	$ 2.00	$ 2.00
b. Dues (specify period covered)	1.50 MO.	1.50 MO.
c. Fines (" what for)	NONE	NONE
d. Other	NONE	NONE

9. Women's local union activities:

a. Union committees on which women serve:
Political Action Comm - 2 Women
Good & Welfare " 3 " (usually)
Blood Bank Comm " (no. unknown)
War Production Drives - 1 Women

b. List other committees:
Public Relation Comm. (Have taken up Local flood situation; Unfair tagging of cars in vicinity of plant)

c. Local union offices held by women:
2nd VICE-PRES - WHO IS A MEMBER OF EX. BD.

d. Attendance at union meetings:
NOT-GOOD- IF AN ISSUE-COMES-UP- GOOD ATTENDANCE.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
The Int. Union at present is conducting in Waukegan Ill. a school for union leadership. This local sent one women for 4 weeks, the local pays her expences, and salary for the 4 weeks. The local is contemplating conducting classes for women Stewards.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

GEORGE SHANTA - Stated women have always worked in this plant, and will continue to do so. There are women with 2-4 years of seniority. Siniority will prevail after the war, irregardless of marital statues. See Contract Page 29-2nd Paragraph from top.

CHARLES-KILLINGER - Said women will not be discriminated against. Women will certainly be employed by this plant after the war. See Contract Page 2 - Article V.

b. Equal pay

Both Shanta & Killinger, absolutely favord equal pay for women. When women perform mens work they are definitely entitled to the same rate. Equal pay issue is at present before W.L.B.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant WEST PULLMAN-WORKS- INT. HARVESTER CO.
2. Address 1015 W. 120th St- CHICAGO- ILL
3. Product CARBURATORS, MAGNITOS, NUTS-BOLTS, BEARINGS
4. How long since union had contract in this plant: JUNE-1941- 3 YEARS
5. Payment of dues: Checkoff ____ Steward ✓ Other (specify) ____
6. How long women in this plant members of union: JUNE-1941- 3 YEARS
7. Were women employed on production in this plant in normal times: YES-
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No ____
      GRIEVANCE COMM. SERVE ON BARGAINING COMM. No. men 6 No. women 0
   b. Labor management committees: Yes ✓ No ____
      No. men 3 No. women 1
   c. Shop steward: No. men 62 No. women 8
   d. Grievance committees: No. men 6 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
NO REPORT						

e. Other union committees in plant; their functions; and state if women are members:

Blood Bank Llonnes Comm. Women serve.
War production Drives - women assist
Red Cross Comm - 2 women

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: Union is asking for Equal pay for women. The local is awaiting W.L.B. Ruling on it.

b. Training and upgrading opportunities: Seniority and qualification are the governing factors in upgrading. As more men are taken into the service, more women will receive training and will be upgraded.

c. Seniority rights: As long as the plant has listed mens jobs, & womens jobs, mens rates & womens rates. Seniority in practice will be by sex. Even though contract does not specify sex seniority.

d. Special activities in regard to community services:
Public Relations Comm. Have taken up, Local flood situations; Unfair tagging of cars in vicinity of plant. This comm is new, and the president did not know, how far reaching it would become.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2-(11A)

b. Equal pay

SEE PAGE 2-11-B.

c. Other

---

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

SOPHIE SOLTYS. She is steward of the restaurant employees. She stated women in her Dept. begin at 57½ ¢ hr. after 30 days receive 75 ¢ hr. That was accomplished thru the union. she said the women have equal pay with the men in that dept.

ANN PANOZZO. MARTHA ALEXIS. All three of the women stated the union had done a great deal for the women. The 15 minute rest period was not always given, now the rest period is a contract provision. They stated, several women have come back to work, after a maternity leave and seniority had accumulated during their absence.
If the women were more active in the union much more could be done for them, they said.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No _____

b. Men's jobs on which women are employed? Yes ✓ No _____

c. Are inexperienced men and women generally started on same job?
Yes _____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes _____ No ✓
(2) For "men's" jobs on which women are employed? Yes ____ No ✓

The union agreed to accept the company's system of determining hourly & piece work rates, at the time of signing a contract, however the Co. & union at present, is working on a job evaluation program.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No _____

b. By bargaining? Yes ✓ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

GEORGE-SHANTA - Stated women begin at lower rate, and majority of women do not upgrade, also many jobs are not suitable for women.

ANN-PANOZZA - said women in general are on the lower paid jobs, and that upgrading depends on seniority & qualification, so that naturally the majority of women are kept on lower paid jobs longer than men.

MARTHA ALEXIS - Stated Women upgrade to the highest womens rates and usually stay at those rates.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes_____ No_____
(2) plant wide ✓ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:
There are so called "Womens jobs" and rates are listed Male & Female, so that seniority even though not listed by sex, becomes sex seniority.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No_____
(2) lay-off Yes_____ No ✓
(3) rehiring Yes_____ No ✓

If yes, explain:
Women do promote, but not as fast, nor on the same basis as the men.

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women 15 MIN-
b. If so, are they paid for: Men — Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men_____ Women_____

b. Paid for: Men_____ Women_____

c. If sex differential, give reason
Dept. where they work 3 shifts, 15 min lunch period are given and paid for.
Dept. where they work 2 shifts 30 min lunch period, and not paid for. Same applies for men & women

9. What is plant practice in regard to pregnancy:

a. No policy:_____

b. Discharge:_____

c. Leave of absence ✓

(1) If yes, what is time limit? 1 YEAR → AND ACCUMILATES (NOT IN CONTRACT-BUT IS PLANT PRACTICE)

(2) Are seniority rights retained? Yes ✓ No_____

(3) With pay? Yes (specify length)_____ No ✓

IN CONTRACT-PAGE 17-SECTION-16-

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) 50%- + INCENTIVE-

b. Piece 50%-

2. Are any occupations and rates specifically listed by male and female:
Yes ✓ No_____

3. If so, in how many such listed occupations are rates:

a. Same for male and female N. R.

b. Lower for female N. R.

c. Higher for female N. R.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule _____

b. Date contract expires MAY-12-1942 NOT-LESS THAN-ONE YEARS FOR THE DURATION & REMAIN IN FULL FORCE-THEREAFTER. UNLESS-30DAYS-NOTICE OF CHANGE. CONTRACT-PAGE 2-

c. Kind of contract: (Check) ARTC-1- PAGE 37-ARTC-26

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership ✓

(3) Other _____

2. Wages: The starting rate is not specified in the enclosed Contract. SEE CONTRACT PAGE-13-2. However starting rate for men 77¢H. women 57¢ H. If women begin on mens jobs, they receive 65¢H.

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____

(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No _____

(1) If such policy, same for women as for men: Yes _____ No _____

If policies differ, explain:

CONTRACT-PAGE 19 SECT-24- has been eliminated thru bargaining procedure. Automatic progression is not stated in the enclosed contract. Unable to secure job and rate sheet.

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(3) By rate of job regardless of sex: Yes _____ No ✓

d. Does contract openly discriminate against women: Yes ✓ No ✓

If so, explain:

CONTRACT-PAGE 13-(2)- Starting rates, male & female employees. Men begin on mens jobs at 77¢HR. Women " " " " 65¢HR. Women " " Womens " " 57¢HR. NOT IN CONTRACT

ABOVE-NOT-STATED IN-ENCLOSED CONTRACT- UNABLE TO SECURE JOB & RATE SHEET-INFORMATION FROM-A STEWARD.

e. Mention of women in contract? Yes ✓ No _____ Explain:

CONTRACT-PAGE 13-(2)- MALE & FEMALE

" " 16 SECT-14-15- FEMALE EMPLOYEES

" " 17 SECT-16- FEMALE

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LIST: [redacted]:

(1) by department ✓ If so, by sex Yes____ No ✓
(2) plant wide ✓ If so, by sex Yes____ No ✓
(3) occupation ____ If so, by sex Yes____ No____
(4) temporary and/or regular workers (DURATION) — If so, by sex Yes____ No____

If by sex, explain:
CONTRACT-PAGE 24 25-SECTON-5-
The term Employees, is used thruout clauses on Seniority.

b. Are women discriminated against in any of the following provisions:
(1) promotion Yes____ No ✓
(2) lay-off Yes____ No ✓
(3) rehiring Yes____ No ✓

If yes, explain:
PROMOTION- CONTRACT- PAGE 28-SECT-11- PARAGRAPH-2
LAY-OFF - CONTRACT-PAGE 25-SECTION-7
REHIRING - CONTRACT-PAGE 29- TOP OF PAGE - ALSO SEE NEXT PARAGRAPH-
SEE-CONTRACT- PAGE 6-ARTC-V.

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women YES

b. Contract provision for lunch period:
(1) No provision____
(2) Length of lunch period: Men 15 MIN- Women 15 MIN
(3) Paid for: Men YES Women YES - CONTRACT-PAGE 18-SECT-10

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No____
(1) Maximum length NO SET TIME - CONTRACT- PAGE 34-ARTC-22
(2) Length of service necessary to get maximum 6 MO. 2. Cant find in contract

d. Does contract provide for paid vacations: Yes ✓ No____
If yes, state provisions. RECORD-OF REGULAR ATTENDANCE
1 YEARS SERVICE + 1 WEEK VACATION
+ LESS THAN-5 YEARS.
5-YEARS SERVICE OR MORE + RECORD 2 WEEKS "
OF REGULAR ATTENDANCE. CONTRACT-PAGE 29-ARTICLE 17-1-2-

F. War Labor Board Case

CASE NO- 111-2193 D.

1. Title of case INT. HARVESTER CO. CHICAGO-ILL + FARM EQUIPMENT WORKERS Regional number 6

2. Status of case:

a. Pending before: Regional Board ✓, National Board _____

b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute ✓

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

1. WAGE adjustments be made to recover the rise in living costs since Sept 15-1942.
2. Starting + minimum wage rates, and the general wage rate structure be indentical in all company plants
3. Wage rate spread not to exceed 10+ 15+ or 20+, depending on skill involved..
4. No Employee on job 90 days, shall receive less than the maximum rate of job.
5. Wage rates which apply to women, should be based on the principal of equal pay for equal work.

5. W.L.B. Ruling:

PENDING.

There were 12 issues in all The other issues were pertaining to specific Dept grievances.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

   PENDING-

8. How did women workers benefit from case?

   CASE PENDING

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

June 2, 1944

INTERNATIONAL HARVESTER COMPANY
CHICAGO, ILL - WEST PULLMAN WORKS
&
FARM EQUIPMENT WORKS - LOCAL 107 - CIO.

GEORGE SHANTA - said West Pullman Works have hired, what he thought, many more women during the war period than any other of the Harvester plants. The Company, he stated, claims that women who have gone on men's jobs, should, after the war is over go back to the women's jobs, with women's rates. The Union, however, don't take that attitude, and when that time arrives, the Union will argue for seniority for those women.

He stated whenever any of the 6 men on grievance committee are absent or on a vacation, women are appointed to serve, in order to give them experience and training in grievance procedure; too many however refuse to serve. There are many fine and able women in the plant but they are unwilling to serve as shop stewards, or take any interest in the Union.

We spoke at great length in reference to wage rates set on job contents, and not by sex. He said equal pay for women was always a controversal question. The point is raised whether women do same quantity and quality of work and whether they can do a given job all the way through or need a man's assistance. He said women's jobs and men's jobs have always been set up in this plant, and it won't be easy to eliminate it.

CHARLES KILLINGER - said what to do, what to do, to get the women interested in the Union. In this plant since the war, women have become 50% of the employees. The women who worked on the contract and signed it, have become inactive, too busy with other things. He felt the women accepted the good the Union has done for them, but are not willing to accept any responsibility in the Union. Women will serve as stewards for a while then give it up. He was pretty "Regusted" with the women not being interested in their own good and become more active in the Union. He was very proud, however, of the present Union Contract, rest period clause, and pregnancy clause, but he did admit,

And marital status change.
Contract Page 29-2nd paragraph.

more improvements could be worked for.

We talked at length about setting rates for job contents, and not on sex. And the women were at a disadvantage, because of the women's rates, and men's rates. He said the International Union is conducting classes in leadership, and he sincerely hopes the women will respond, and that much good should come out of that educational program.

1. WLB order of disapproval
2. WLB Report of Recommendation attached wage rate
3. WLB appeal Memorandum
4. Note from agent

U. S. Department of Labor
WOMEN'S BUREAU
Washington

A. O'CONNOR
Agent H. BAGWELL
Date DEC-8-43

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union I. A. M. (Machinists) Affiliation A. F. L.
2. Local No. 548 Address 1427½-5th ave-MOLINE-ILL
3. Name and title of head union official Mr Henderson President
4. Number local union members: total 1800 women 90
   (a) Kind of workers (check)
   (1) productive only ✓
   (2) clerical
   (3) maintenance ✓
5. Union fees and dues:
   (a) Amount:

	Men	Women
(1) Initiation fees	10.00	10.00 ~~mo~~.
(2) Union dues (specify period covered)	1. 1.25-mo	1.25 mo.
	2. 1.50-mo	—
(3) Other	3 2.00-mo.	—

6. Women's union activities:
   (a) Membership on union committees - specify committees:

None. women in shop only 60 days.

* 1. Apprentice & Production
2. Specialists
3. Journeymen

(b) Union offices - specify office:

None. They have attended only two meetings.

(c) Attendance at union meetings: GOOD

(d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title American Machine & Metals Inc E. Moline Ill and Int. Association of Machinists - Local 548 I.A.M.
2. Regional WLB case number 6-9021
3. Date of Regional WLB decision Aug 11 - 1943

4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?
Request for general increase of 10¢ per hour.
Union and Company signed Form 10

6. What was the regional decision? Disapproves the application in its entirety.

7. Did the union appeal? Yes _____ No ✓ On what grounds _____
8. What is the union doing about the case?
Union ~~filed~~ new case a requesting ~~for~~ adjustments, because of gross inequalities.
(A new case no case number as yet)
Local union have heard nothing about the latter case so far.

F. General Information (continued):

G. Plant union data:

(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:
   (a) Contract furnished by W.B.
   (b) Later contracts or supplementary agreements — 1941 and continuing unless either party request a change

2. Name of plant American Machine & Metals Incorporated

3. Plant address East Moline - Ill

4. Product Gun mounts & testing machine for U.S. Navy Steam Laundry Machinery industrial fans. & blowers

5. Kind of contract (check):
   (a) Closed shop ✓
   (b) Open shop
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership

6. Number of employees: Total 1100 Women 90

7. Number of plant union members: Total 1100 Women 90

8. Arrangement for payment of dues: To Financial Secretary at meetings and Chief Steward
   (a) How long employed before allowed or required to join union? 30 days
   (b) Method of collection ✓

9. Were women employed on production before the war? no

10. Plant union activities:
   (a) Shop stewards: Number men 20 Number women 1
   (b) Membership on grievance committees NO

   (c) Membership on labor management committees Yes _____ No ✓
   Subcommittees: Yes _____ No ✓
   (1) Titles of subcommittees on which women serve _____

   (2) Comments on program affecting women: No program
   Plan is to oust all women after the war

II. **Wages:** Contract Information secured from contract seen at Union office. Rep. promised to mail a copy.

A. **Contract Provisions:**

1. **From the basic contract:**

(a) Does the contract provide for equal pay: Yes _____ No ✓

(1) By rate for the job, irrespective of sex: Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

No provision in contract

(e) Does contract provide rest periods for women and not for men? Yes _____ No ✓ Do not provide for men or women

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods? Yes _____ No _____

2. **From job and rate sheet:**

(a) Are the jobs classified by male and female: Yes _____ No ✓

(b) Are the rates listed by male and female: Yes _____ No ✓

(c) What is the highest job and rate set: Women ~~Burring~~ - No limit set

Men Toolmaker $1.25 per hr

Women on burring now receive 70¢ per hr. Can work up to 80¢-90¢/hr
Women on inspecting in due time may make $1.10 per hr.

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:
   Women begin on production jobs at 60¢ p.h.
   men begin as laborers at 65¢ P.H.

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Not in plant long enough Yes _____ No _____

4. What is union doing toward upgrading women? /
   (a) Adapting the job to women. No need to adapt in this plant; As there has been no acute shortage of male labor
   (b) Training women in new skills yes. Women are being put on inspection, will be able to work up to $1.00 per hr. in due time.

5. What is highest paid job and rate at which women are employed?
   Production jobs (Burring) 70¢ Per Hr.
   1 Lead lady receives 80¢ per hr.

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: yes____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes _____ No _____
   (b) Departmental: Yes ✓ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes ✓ No ✓ Explain:
   Supplimentary agreement provides that all inexperienced workers to be employed for the duration only.

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes ✓ No _____

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause?
   (a) Maximum length: 30 days for illness

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes _____ No ✓ If not, explain:
   All inexperienced men and women employed for duration only.

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No _____
   (b) Leave of absence: Yes _____ No _____
   If yes, what is time limit?
   No policy set.

IV. Persons Interviewed:

On contract data:

Name	Position	Date
Elmer J. Nickerson	District Representative No 102 Int. Association of Machinists. (Tri City Area District)	Dec 8-43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date
GROVER HOTT	CHAIRMAN - GRIEVENCE COMMITTEE	DEC-10 1943

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

AMERICAN MACHINE & METALS, INC.
(East Moline, Illinois)

and

International Ass'n of Machinists
+
LOCAL 548 I.A.M.

August 11, 1943

Case No. 6-9021

ORDER OF DISAPPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby disapproves the proposed wage adjustment submitted in application of the company dated April 5, 1943.

The Board which issued this Order consisted of the following members: Horace M. Gray, Lewis Long, Public Members; James B. Bardslee, Franklin B. Evans, Industry Members; Joseph J. Kehoe, Samuel C. Evett, Labor Members;

Joseph J. Kehoe and Samuel C. Evett dissenting.

Robert K. Burns, Chairman

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT OF RECOMMENDATION

1. Case No.	6-9021
2. Date	8-10-43
3. No. of Employees	1061
4. No. of Emp. Involved	1061
5. Price Relief Sought?	None
6. Proposed Effective Date	4-1-43
7. Case Name and City	American Machine & Metals, Inc. East Moline, Ill.
8. Product or Service	Gun mounts and testing machines for U. S. Navy; steam laundry machinery, industrial fans and blowers.
9. Type of Application	Union agreement,
10. Name of Union	Int. Assoc. of Machinists
11. Recommended Action	Denial
12. Type of Case	Gross Inequities (Wage Brackets)

Proposed Wage Adjustment

A $.10 per hour increase is proposed for all hourly paid employees.

Background

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT OF RECOMMENDATION

1. Case No.	6-9081
2. Date	8-10-43
3. No. of Employees	1061
4. No. of Emp. Involved	1061
5. Price Relief Sought?	None
6. Proposed Effective Date	4-1-43
7. Case Name and City	American Machine & Metals, Inc. East Moline, Ill.
8. Product or Service	Gun mounts and testing machines for U. S. Navy; steam laundry machinery, industrial fans and blowers.
9. Type of Application	Union agreement,
10. Name of Union	Int. Assoc. of Machinists
11. Recommended Action	Denial
12. Type of Case	Gross Inequities (Wage Brackets)

Proposed Wage Adjustment

A $.10 per hour increase is proposed for all hourly paid employees.

Background

In January of this year the Company, acting in conformity with Executive Order 9250, declined to consider a general wage adjustment. The workers accepted this decision, but stated that they thought themselves entitled to an advance in all classifications of $.15 per hour.

In January, 1943, the hourly rates of pay at the Rock Island Arsenal were increased with NWLB approval. The Arsenal, with approximately 18,000 employees is the largest employer of labor in the tri-cities area.

Following announcement of the wage increase granted to Arsenal workers, the Union reopened its request for an increase at American Machine and Metals, Inc. The company again declined to comply with the Union request, and the Union called upon the United States Conciliation Service for assistance in negotiating with the Company.

An agreement was reached on April 2, 1943.

Summary of Findings of Fact

Maladjustments

Average straight time hourly earnings in January 1941, were $.699. 15% of that amounts to $.105. General increases granted since that time total approximately $.24. There is no further permissible increase.

Gross Inequities (wage brackets)

A common labor rate of $.60 to $.70 (flat rate--$.65) has been recommended to the WRC by the WRD for the metal working trades in the Moline-Rock Island area. The present rate at American Machine and Metals is $.70.

The established stabilized rate for toolmakers in East Moline is $1.10-$1.20. The present rate at American Machine and Metals is $1.05-$1.25.

The attached data indicates that the applicant's present rates for several of the classifications involved are in line with rates paid by other companies in the area.

While it is true that Rock Island Arsenal rates are 10-30% above the applicant's rates, if approval is granted in this case on the basis of the Arsenal rates alone, it will unstabilize wages in the whole area.

Authority

Executive Orders 9250 and 9328

Recommendation

It is recommended that the proposed adjustment be DENIED.

Analyst: Shirley Levinson

Reviewed by: Earl E. Edgar

sf

					American Machine and Metals Inc.					
	Present	Proposed	Arsenal* Rock Island	Minn-Moline Power Implement**	Plant "A" ***	Plant "C" ***	Plant "E" ***	Plant "G" ***	Plant J Max	Plant "K" ***
	Min-Max	Min-Max	Max.	Min-Max	Min-Max	Min-Max	Min-Max	Min-Max		Min-Max
Toolmakers	1.05-1.25	1.15-1.35	1.40	.94-1.10	.85-1.20	.83½-1.20	.95-1.10	1.17½-1.22½	1.13	1.00½-1.20½
Lathe Operators	.75-1.05	.85-1.15		.98-1.06	1.10	.83½-1.09	.95-1.10	.92½-1.15	.87	.81½-1.09½
Planer Operators	.85-1.05	.95-1.15		.90-1.02		.84½-95½	.95-1.00	1.10-1.17½	.87	.86½-1.04½
Shaper Operators	.80-1.00	.90-1.10		.87-.98		.84½-95½	.95-1.00	.92½-1.15	.87	.77½-1.09½
Electricians	.90-1.10	1.00-1.20	1.29	.94-1.02	.95-1.10	.81½-1.09½	.85-1.10	1.00-1.10	1.05	.81½-1.09½
Millwright	.80-1.00	.90-1.10	1.11	.90-1.02	.85-1.05	.81½-1.04	.70-.95	.87½-1.05	.92	.81½-.94½
Arc & Acetylene Welder	.80-1.10	.90-1.20	1.22	.84-.94	.90	.92½-1.09½	.85-1.00	1.05	1.04	.92½-1.09½
Carpenter	.80-1.00	.90-1.10	1.29	.84-.94	.80-.92½	.92½-1.01½	.85-.95	.92½-.95	.91	.92½-1.04½
Inspectors	.90-1.10	1.00-1.20	1.36	.84-.94	.90	.81-.99	.75-1.00	.85½	.86	.83½-1.17½

*--Data obtained from Job Descriptions Manual of the Arsenal
**--Rates approved by Regional Board on July 30, 1943; Case No. 6-6561
***--Data submitted by Minneapolis-Moline Power Implement Co. for Case No. 6-6561

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois

REGION VI

APPEAL MEMORANDUM

Date:	September 15, 1943
Case Number:	6-9021
Case Name and Location:	American Machine & Metals, Inc. East Moline, Illinois
Business:	Manufacturing steam laundry machinery, industrial centrifugals, industrial fans and blowers, testing machines and gun mounts for the U. S. Navy.
Total Number of Employees:	1061
Board Case	
Union:	International Association of Machinists (AFL), Local 548, District 102.

Factual Basis of Decision

Applicant's proposal to increase wage rates of 1061 employees by 10¢ per hour on the grounds that 5¢ per hour is warranted on account of increased living costs during 6 months period July-December 1942, inclusive, and 5¢ per hour because of increased production, was denied under E. O. 9328, for failure to substantiate basis for adjustment under factors of "maladjustment" or "interplant" inequalities.

Basis of Appeal

Union contention that denial of wage increase creates inequalities and gross inequities, quoting in substantiation rates paid polishers in certain Detroit and Chicago plants, generally regarded as high rate companies.

Comparative Wage Data

See attached schedule.

Basis of Recommendation

1. Company's present rates already exceed all "Temporary Stabilized" rates for Moline.

2. Company's present rates in almost every instance already exceed the rates approved on July 30, 1943 for the Minneapolis-Moline Power Implement Company.

(over)

3. Company's present rates are quite generally in line with rates of "Plants 'A' to 'K' ", inclusive (which rates were used for comparative purposes in setting approved rates for Minneapolis-Moline Power Implement Company) and in a number of instances are higher.

4. Company's present rates are generally in line with rates of "Companies" "A" to "G", inclusive, whose identity is unknown and constitute data submitted by Union and Company jointly.

5. There is no justification for selecting the Rock Island Arsenal as a criterion for wage adjustments, where rates are generally recognized as above normal for industry.

6. To raise applicant's wage rates to a comparable basis with the Rock Island arsenal would undoubtedly unstabilize wages in the area and probably result in a flood of applications for wage increases from the area involved.

7. To quote rates paid in one job classification in distant areas like Detroit and Chicago and for widely different industries in an attempt to justify increases for the applicant is illogical.

8. To permit wage increases every six months on the basis of an agreement negotiated October 14, 1940, would perhaps constitute a repetitive inflationary action and contrary to E. O. 9250 and General Order 22.

9. In letter dated February 18, 1943 addressed by Company to the Union, the former states that since January 1, 1941, the employees of the plant have received average increases aggregating 51%, not including overtime; that including overtime the average percentage of earnings per employee during such period has increased 87%, and that the average monthly earnings per employee as of January 1, 1943, was $268.37.

10. Neither on the basis of "Maladjustment" nor "Interplant" inequalities does there exist any basis for the proposed wage increase.

Recommendation

That appeal be denied.

G.M. Miller

GMM:ls

Elmer J. Nickerson, Int. Rep.
of Machinists Dist # 102. Was
co-operative, we read over the
contract, but was unable to
secure a copy of same. His
attitude was, that womens
place was not in any machine
shop. There was other work
women could do etc. etc.
His term of office expires
Jan 1 - 1944.

Groves Hatt, Chairmen
Grievence Comm. had an
entirely different attitude
toward women. He said the
women were doing a good job;
and yet women were being
hired at 5¢ an hr. less on production
jobs, than men laborers.

51.

1. Note from agent
2. WLB Order of Approval
3. Report on Recommendations

Dec 24-43

I left a government envelope with Geo. Salmon Fin. Sec. of Machinists Local 1114. Waukegan Ill, he promised to mail me a copy of contract and rate sheet. Have not received it up to date. I will foward it upon receipt.

A. O'Connor

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent O'CONNOR-BAGWELL

Date DEC. 22 1943

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union INT. ASSC. OF MACHINISTS Affiliation A. F. L.
2. Local No. 1114 Address 217 WASHINGTON-ST-WAUKEGAN
3. Name and title of head union official FRED-RIEBE - PRES
4. Number local union members: total 494 women 173
   (a) Kind of workers (check)
   (1) productive ✓
   (2) clerical
   (3) maintenance ✓

365

5. Union fees and dues:
   (a) Amount:

	Men	Women
(1) Initiation fees	$5.00	$5.00
(2) Union dues (specify period covered)	$1.25 MO	$1.25 MO
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:

GRIEVENCE
SOCIAL-COMM
CONTRACT (Bar)

(b) Union offices - specify office:

TRUSTEE

(c) Attendance at union meetings:

GOOD

(d) Others

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

From Jean Frank.

Women have organized a bowling team. all officers are women, that helps to create interest in the union.

She sited one case of pregnancy, she had 3 mo leave, she called up and received another 3 mo leave. Jean Frank thought she could receive another 3 mo if necessary.

Some women dont care to work on machines prefer the cleaner type of work, consequently they stay in the lower bracket rate.

Every job has a learning period, the foremen recommends increases. If a women feels she is entitled to an increase & the foremen dont recommend it, the women do speak up. if not granted by the foremen, it goes thru the grievance procedure.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)
VASCOLOY-RAMET-CORP-NORTH-CHICAGO.

1. Title INTERNATIONAL-ASSOCIATION-OF MACHINSTS-LODGE 1114
2. Regional WLB case number 6-7798
3. Date of Regional WLB decision June 10-43
4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?

Approval of Contract
Equal pay for Equal work
Job classification & Wage Ranges

6. What was the regional decision?

Approve the agreement
Equal pay Clause
Approved Hourly rate increases within the
Wage Ranges

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?

See to it that the W. L. B. rulings
are carried out

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of: FROM-MAY-31-1943 to MAY 31-1944 & on AUTOMATICALLY-30 DAY-NOTICE OF CHANGE
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements
2. Name of plant VASCOLOY-RAMET-CORP (SUBSIDIARY-OF-FANSTEEL METALLURGICAL CORP)
3. Plant address NORTH CHICAGO - ILL
4. Product MANUFACTURE-OF-CARBIDE-CUTTING-TOOLS
5. Kind of contract (check):
   (a) Closed shop ✓
   (b) Open shop
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership
6. Number of employees: Total 474 Women 173
7. Number of plant union members: Total 474 Women 173
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 15 DAYS
   (b) Method of collection - PAY-TO-FIN-SEC. STEWARDS-ACCEPT-DUES
9. Were women employed on production before the war? NO

10. Plant union activities:
   (a) Shop stewards: Number men 12 Number women 3
   (b) Membership on grievance committees YES - (3)
   (c) Membership on labor management committees Yes _____ No ✓
   Subcommittees: Yes _____ No _____
      (1) Titles of subcommittees on which women serve _____
      NO LABOR-MANAGEMENT-COMM-IN-PLANT
      (2) Comments on program affecting women:
      no program

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes ✓ No ✓
(1) By rate for the job, irrespective of sex? Yes ✓ No
(2) By equal pay clause: Yes ✓ No
(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:
Yes ✓ No
(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No
(d) If contract provides automatic progression policy, is it the same for women as for men? Yes — No ✓
If not explain:
none provided in contract

(e) Does contract provide rest periods for women and not for men?
Yes No ✓
(1) If so, are rest periods deducted from pay: Yes No
(2) Is there hourly rate differential due to rest periods?
Yes No

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ No
(b) Are the rates listed by male and female: Yes ✓ No
(c) What is the highest job and rate set? Women SHAPING - 90¢ P.H.
Men TOOL & DIE - 1.42 P.H.

(d) In jobs employing both men and women, are rates the same?
Yes ✓ No

✓ See p 3 — WLB approved contract with equal pay clause

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No_____
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:
   Women begining rate 60¢ hr
   Men " " 70¢ "

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women

   _____

   (b) Training women in new skills
   The Union conducted a training course in new skills in the basement of the president, in the early part of the war. Women did not attend, they were elgiable.

5. What is highest paid job and rate at which women are employed?
   Shaping 90¢ per hr

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. **Seniority:**

A. **Contract Provisions:**

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes ✓ No _____
2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:
3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓
4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓
5. Does contract provide leave of absence for illness or other similar good cause?
   (a) Maximum length: 90 days, can be extended.

B. **Plant Practices:**

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:
2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   ~~(b) If so, what is time limit?~~
   (b) Leave of absence: Yes ✓ No _____
   If Yes, what is time limit?
   90 days. Can be extended.

IV. **Persons Interviewed:**

On contract date:

Name GEORGE-SALMON Position FIN. SEC. Date 12-21-43

Plant Practices:

Name FRED-RIEBE Position PRESIDENT Date 12-22-43

Women's Union Activities:

Name JEAN-FRUNK Position STEWARD-GRIEVENCE-COMM-TRUSTEE Date 12-21-43

General Union Information:

Name Position Date

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

VASCOLOY-RAMET CORPORATION —
(North Chicago, Illinois)

and

International Association of Machinists,
Lodge #1114

June 10, 1943

Case No. 6-7798

ORDER OF APPROVAL

The Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, and #9250 of October 3, 1942, hereby approves the agreement between the parties submitted in application of the company dated March, 1943.

This Order shall be effective as of the retroactive date requested in the application.

Any employee who has either quit or been discharged between the retroactive date and the date of this Order shall receive the amount of the increase up to the date on which his employment with the company was terminated, provided he makes application in writing to the company within sixty (60) days after the Order has been issued. The sixty days' limitation shall not apply to employees who have become members of the Armed Forces of the United States.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ Robert K. Burns	s/ Samuel P. Carson	s/ Joseph J. Kehoe
s/ John Day Larkin	s/ W. Homer Hartz	s/ Rudolph Faupl
s/ Peter J. Angsten		s/ Samuel Sponseller
s/ Horace M. Gray		

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago, Illinois

REPORT ON RECOMMENDATION

WAGE AND SALARY ADJUSTMENT APPLICATION

Date	June 3, 1943
Case Number	6-7798
Case Name And Location	Vascoloy-Ramet Corporation North Chicago, Illinois
Price Relief Sought	None
Type Of Work Or Product	Manufacture of carbide cutting tools.
Type Of Application	Agreement between employer and labor organization.
Name Of Union	International Association of Machinists, Lodge 1114
Number Employed	298
Number Employees Affected	298
Effective Date Of Adjustment	January 18, 1943

A. Proposed Wage Adjustment

Labor Grade - describe	Present Rate	Proposed Rate
Male Employees		
10	$.75-.95 hr.	$.70-.82 hr.
9	.75-1.05 hr.	.74-.88
8	.80-1.05	.80-.94
7	.85-1.30	.86-1.02
6	.90-1.10	.92-1.10
5	.90-1.25	.98-1.18
4	.90-1.00	1.04-1.26
3	.95-1.30	1.10-1.34
2	1.20-1.55	1.16-1.42
Female Employees		
24	.65-.75	.60-.68
23	.65-.85	.62-.72
22	.64-.75	.66-.80

B. Background

Fansteel Metallurgical Corporation owns two-thirds of the stock of the Vascoloy-Ramet Corporation. Both Fansteel and Tantalum Defense Corporation, a wholly owned Fansteel Subsidiary, are adjacent to Vascoloy-Ramet. The Regional War Labor Board approved a proposal, identical with the Vascoloy-Remet proposal, for the Tantalum Defense Corporation on May 20, 1943. (6-8385).

On March 20, 1942 the company and union executed a collective bargaining agreement which fixed minimum rates for male and female employees and approved a general wage increase which had been granted on February 15, 1942. On June 17, 1942, the company and the union agreed to a work classification Program based on the job rating plan prepared by the National Metal Trades Association and agreed also to establish a wage rate schedule on the basis of such ratings

C. Application of Stabilization Principles

1. Inequalities and Gross Inequities

a. Interplant

The rates reported by the National Metal Trades Association in their survey of (40) member companies are as follows:

Labor Grade	Range for middle 50% of employees
10	$.60 - .725 hr.
9	.625- .775
8	.65 - .85
7	.70 - .90
6	.75 - .95
5	.80 -1.05
4	.90 -1.15
3	.90 -1.20
2	1.05 -1.40

Comparison of these middle range National Metal Trades Association rates with The Vascoloy-Ramet proposals indicates that the proposed rates are higher. However, the present Vascoloy-Ramet rates are not only higher than the National Metal Trades Association Rates but in more than half the cases (Labor grades 10, 9, 8, 7, 2, 24, and 23) they are higher than the proposed rates. In only three cases (Labor Grades 4, 3, and 22) are the proposed rates higher than the present rates. In addition, the proposed maximum rates are below those paid by the Fansteel Metallergical Corporation. Both the company and union are of the opinion that approval of the proposal will not occasion immediate plant-wide or general wage increases.

b. Intraplant

The proposed wage scale actually eliminates intraplant inequalities. The rates are regularly graduated according to skill, and consistent with each other, and are based on objectively designated labor grades.

Recommendation

Although the proposed rates are higher than the middle range NMTA rates, it is recommended that they be approved since the proposed schedule brings the present rates more in line with prevailing rates and removes intraplant inequalities. In addition, approval would give Vascoloy-Ramet the same wage structure approved by the Board for Tantalum Defense Corp. a sister company.

Officer

E. B. McNatt
Wage Stabilization Director

By _____
V. Miller
Wage Analyst

JB

52,

1. WLB order of approval (May 20)
2. WLB order of approval (August 17)
3. Newspaper Clipping - "Tantalum Defense Workers Wage Increase Approved by WLB"
4. Comments

U. S. Department of Labor
WOMEN'S BUREAU
Washington

52-6

Agent O'Connor & Bagwell

Date 11-29-'43

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union Lake County Metal Trades Council of Waukegan & Affiliation A F L
2. Local No. DOAM-1696 Address 217 N. Washington St. Waukegan
3. Name and title of head union official Harold Gibson, Pres. of DAM #1696
4. Number local union members: total 380 (approx.) women 200 (approx.)
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical _____
      (3) maintenance ✓ (No data on other)

52-6

5. Union fees and dues:
   (a) Amount: /

	Men	Women
(1) Initiation fees	$5.00	$5.00
(2) Union dues (specify period covered)	$1.25 - Production Workers; $1.75 - Specialists per month	Same as men
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:
      Grievance Committee
      Auditing "

WOMEN'S BUREAU
DEC 27 1943
DEPARTMENT OF LABOR

   (b) Union offices - specify office:
      Recording Secy.
      Treasurer

   (c) Attendance at union meetings:
      Fair

   (d) Other: Organized in May and women are not yet very active in union

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Tantalum Defense Corporation and Lake County Metal Trades Council of Waukegan, Ill.
2. Regional WLB case number 6-8385
3. Date of Regional WLB decision May 20, 1943
4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?
Wage increases for 25 employees and approval of wage scale based on job evaluation plan of Metal Trades Association, giving a general increase to all employees.
Involves production employees incl. 7 all women
(All production jobs equal 3 are women).
6. What was the regional decision?
All production jobs except 3 are held by women - men are in Maintenance & are machinists - Women are in jobs for only held by men & Tool Crib, Stores, Receiving, Foundry, Warehouse
Approval of application of Union & Company, setting up different rates for men & women
Wage classification approved as presented
Increased wages (men & 7¢ minimum & 1.42 top rate
women " 6¢ " & 9¢ " "

copies to Milwaukee

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?

—

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements {Contract not available. Information secured from union officials & 11 stewards

2. Name of plant Tantalum Defense Corp. Subsidiary of
3. Plant address North Chicago, Ill. Fansteel Metallurgical Corp
4. Product Production & processing of tantalum
5. Kind of contract (check):
   (a) Closed shop ✓
   (b) Open shop
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership

6. Number of employees: Total 380 (approx.) Women 200 (approx)
7. Number of plant union members: Total 265 Women 200
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 15 days after employment
   (b) Method of collection Paid to Financial Secy.
9. Were women employed on production before the war?
   No. Plant was new war plant

10. Plant union activities:
   (a) Shop stewards: Number men 8 Number women 3
   (b) Membership on grievance committees
      Yes (9 men - 1 woman)
   (c) Membership on labor management committees Yes _____ No _____
      No committee Subcommittees: Yes _____ No _____
      (1) Titles of subcommittees on which women serve _____

      (2) Comments on program affecting women:

II. **Wages:**

A. **Contract Provisions:**

1. **From the basic contract:**

(a) Does the contract provide for equal pay: Yes_____ No ✓

(1) By rate for the job, irrespective of sex? Yes____ No ✓

(2) By equal pay clause: Yes____ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:

Yes____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes____ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men? — Yes____ No_____

If not explain: No policy

(e) Does contract provide rest periods for women and not for men?

Yes____ No ✓

(1) If so, are rest periods deducted from pay: Yes___ No_____

(2) Is there hourly rate differential due to rest periods?

Yes____ No _____

2. **From job and rate sheet:**

(a) Are the jobs classified by male and female: Yes ✓ No_____

(b) Are the rates listed by male and female: Yes ✓ No_____

(c) What is the highest job and rate set? Women 904 - Hydraulic press

Men $ 1.42 - " -

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No ,

Men & women are on different jobs except in 2 or 3 cases.
Men are on maintenance & supervisory jobs & are machinists
Women are on production jobs (except on 3 jobs) ~~where they~~ replaced men & receive the rate of the job that the men received previously.

II. **Wages** (continued):

B. **Plant Practices:**

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement ✓
   (c) By job evaluation ✓ (Metal Trades Association plan)

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes_____ No ✓
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:
   Plant is new - government owned & production jobs were set for women - Men's jobs are in grades 1-10 & a special classification was made for women grades 22, 23, 24. If women perform work on jobs classified as grades 1-10 they get the rate of the job - Only 3 women are on jobs in grades 11 to 16.

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes_____ No ✓

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   No necessity for this on majority of jobs.
   (b) Training women in new skills
   No plan

5. What is highest paid job and rate at which women are employed?
   Bradley Hammer operator - 90¢
   Hydraulic Press " 90¢

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach t schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes ✓ No _____
2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:
3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓
4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓
5. Does contract provide leave of absence for illness or other similar good cause? no provision
   (a) Maximum length?

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes _____ No ✓ If not, explain: etc
2. What is plant practice with respect to pregnancy? No policy set
   (a) Discharge: Yes _____ No ✓
   (b) ~~If Yes, what is time limit?~~
   (b) Leave of absence: Yes _____ No _____
   If Yes, what is time limit?

No definite leave given but women will be rehired on return to work.

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. Chas. E. Foxworth,	Pres., Metal Trades Council	11/29/43

Plant Practices:

Name	Position	Date
Mr. Harold Gibson,	President I.A.M. #1676	12/6/43

Women's Union Activities:

Name	Position	Date
Mrs. Lillian Van Vote,	Rec. Secy.,	12/2/43

General Union Information:

Name	Position	Date
Mr. Albert F. Smith	Rec. Secy., Central Trades & Labor Council	11/29/43

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all Regional WLB decisions involving this local and this plant.)

1. Title {Ironsides Metal Corp.; Tantalum Defense Corp.; Vasseley-Barnett Corp. and Metallurgical Workers Union, Local No. 1, Lake County Metal Trades Council of Waukegan, Ill.; I.A.M., Lodge #1114

2. Regional WLB case number 6-13,507

3. Date of Regional WLB decision Aug. 17, 1943

4. Type of case: Voluntary ✓ Dispute _____

5. What does the case involve: Does it involve women especially:
Vacation plan

6. What was the regional Bd. decision:
Approval of plan submitted in application for week vacation with 40 hours pay after 18 mos, etc.

7. Did the union appeal: yes____ no ✓ on what grounds_____

8. What is the union doing about the case:

—

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

May 20, 1943

TANTALUM DEFENSE CORPORATION
(North Chicago, Illinois)

Case No. 6-8385

and

LAKE COUNTY METAL TRADES COUNCIL OF WAUKEGAN, ILLINOIS (AFL)

ORDER OF APPROVAL

The Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, and #9250 of October 3, 1942, hereby approves the application of the parties dated March, 1943.

This Order shall be effective as of the retroactive date requested in the application.

Any employee who has either quit or been discharged between the retroactive date and the date of this Order shall receive the amount of the increase up to the date on which his employment with the company was terminated, provided he makes application in writing to the company within sixty (60) days after the Order has been issued. The sixty days' limitation shall not apply to employees who have become members of the Armed Forces of the United States.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
S/ Robert K. Burns	S/ Bertram J. Cahn	S/ Joseph J. Kehoe
S/ John Day Larkin	S/ Hopewell Rogers	S/ Paul A. Givens
S/ Peter J. Angsten		S/ Samuel Sponseller
S/ Lewis Long		

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

August 17, 1943

FANSTEEL METALLURGICAL CORP.
TANTALUM DEFENSE CORP.
VASCOLOY-RAMET CORP.
(North Chicago, Illinois)

Case No. 6-13,507

and

METALLURGICAL WORKERS' UNION, LOCAL NO. 1
THE LAKE COUNTY METAL TRADES COUNCIL OF
WAUKEGAN, ILLINOIS
INTERNATIONAL ASSOCIATION OF MACHINISTS,
LODGE NO. 1114

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the vacation plan submitted in application of the company dated June 26, 1943.

This Order shall be effective as of August 17, 1943.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/Horace M. Gray	s/Bertram J. Cahn	s/Jos. J. Kehoe
s/Lewis Long	s/Samuel P. Carson	s/Samuel Levin

Tantalum Defense Workers Wage Increase Approved By W. L. B.

Case No. 6-83-85

Regional Director Burns, of the War Labor Board, announced the approval of the Wage Classification Application filed by the Metal Trades Council for the workers of the Tantalum Defense Corp.

This will increase the wages of the male workers to a 70c minimum, with $1.42 an hour top, and the female workers to approximately 60c with an approximate 90c an hour top. This increase will be retroactive to January 29th.

Almost simultaneously with this increase approved on May 24th the Metal Trades Council group finished negotiating with the company on other conditions of the contract which are to be effective as of the first of June.

The principal question of wages in the contract had been previously agreed by both parties resulting in the decision of the War Labor Board on the increase at this early date.

One of the features of the new contract just agreed to was an agreement to the effect that the wage question can be opened at any time on a 30-day notice. The agreement also has improved the vacation arrangement of all the workers.

The completed contract will now have to go to the Labor Board for their approval.

Mr. Charles E. Foxworth, President of the Metal Trades Council, stated that the War Labor Board was to be given credit for giving this particular case some sort of priority, because it first reached the Board on the third day of April, and went right on through for their approval by May 24th, despite the "hold the line" order of the President. This Wage Classification was approved as presented without any changes.

The workers at Tantalum Defense certainly must give Organized Labor credit for giving them real action. They have been in the Labor movement but a short time; yet, during that time a great deal has been accomplished for them.

The Tantalum Defense Unions affiliated with the Metal Trades Council completed their organization just before the first of April this year.

Tantalum Sched. #52

Is practice in this plant for women to check out at end of day 5 minutes before men. Company feels can avoid some problems this way. Men do not object.

Plant is new war plant - old plant across street is permanent plant.

53.

1. WLB Order of Approval
2. Report on Recommendation attached Wage Rate

U. S. Department of Labor
WOMEN'S BUREAU
Washington

53 ✓

Agent O'CONNOR

Trade Union Survey

Date 12-29-43

I. General Information:

A. Information concerning Local Union:

1. Name of union Machinists Affiliation A. F. L. Chicago Dist.
2. Local No. 377 Address Odd Fellows Hall 1716 Halsted St.
3. Name and title of head union official J. E. THOMAS- PRESIDENT
4. Number local union members: total 275 Approx women 15
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical
      (3) maintenance ✓

5-5

5. Union fees and dues:

	Men	Women
(a) Amount:		
(1) Initiation fees	$5.00	$5.00
(2) Union dues (specify period covered)	1.25-Prod. 1.75-Specialty 2.50-Journeyman	1.25 PROD 1.75 SPECIALISTS.
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:

none

(b) Union offices -specify office:

none

(c) Attendance at union meetings: Very Poor

(d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

The chief steward ~~Mr George Chaye~~ said the workers are becoming very impatient awaiting a ruling from Economic Stabilization Director. The Co. ~~having~~ asked for price relief. Workers feel the union is not doing anything for them. Members are becoming lax in their dues payments, some being 10 months in arrears.

(the case has been processing for over one year) If the ruling would be rendered ~~as~~ it would bolster ~~up~~ the union moral.

The women are very lax in attending union meetings, or taking any active part in the plant.

also Natl case

I. General Information (continued):

B. War Labor Board case data:
((Attach copy of all regional WLB decisions involving this local and this plant

1. Title Cannedy-Otto Mfg. Co. & Int. Assc. of Machinists Local 377 A.F.L.
2. Regional WLB case number 6-7995
3. Date of Regional WLB decision Sept 21-1943
4. Type of case: voluntary _____ dispute ✓
5. What does the case involve? Does it involve women especially?
   Equal pay for equal work.
   General increase 10¢ per hour
   Vacation
   Trainee Program
   Retroactive date

6. What was the regional decision?
   Approve the award of the arbitrator of March 9. 1943 with the exception of certain provisions. (SEE - ORDER OF - APPROVAL) Co. is requesting increase in ceiling price.

7. Did the union appeal? Yes_____ No ✓ On what grounds:_____

8. What is the union doing about the case?
   Awaiting ruling of the Economic Stabilization Director.

I. General Information (continued): -4-

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of: Nov. 19-1942 until Nov 19-1943 - thereafter
   (a) Contract furnished by W. B. automatically. unless 30 day written notice
   (b) Later contracts or supplementary agreements. to the contrary

1. 2. Name of plant CANNEDY-OTTO MFG CO.
2. 3. Plant address CHICAGO-HEIGHTS-ILL
3. 4. Product DRILL-PRESSES & MACHINE TOOLS
6. 5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓

4. 6. Number of employees: Total 240 Women 25
7. 7. Number of plant union members: Total 192 Women 15
8. 8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 60 days
   (b) Method of collection. To AN. SEC. + STEWARDS
9. 9. Were women employed on production before the war? YES

The above company prior to the war, paid very low rates, women receiving 32¢ an hour on production

10. Plant union activities:
   (a) Shop stewards: Number men 10 Number women NONE
   (b) Membership on grievance committees

   (c) Membership on labor management committees Yes _____ No ✓
   Subcommittees: Yes _____ No ✓
   (1) Titles of subcommittees on which women serve _____
   No Labor-Management Comm
   (2) Comments on program affecting women:
   NONE

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No ✓

(1) By rate for the job, irrespective of sex: Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes ✓ No _____

If not explain:

There is a 60 day probation period after which both men and women are classified, and receive the rate of their classification. At present the women do not go beyond the job of precision work. One can answer yes and no.

(e) Does contract provide rest periods for women ~~and not for men~~? ✓

Yes _____ No ✓

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods? Yes _____ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ No _____

(b) Are the rates listed by male and female: Yes ✓ No _____

(c) What is the highest job and rate set: Women PRECISION- 95¢ hr

Men TOOL-&-DIE-- 1.30 hr

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement ✓ see R1
   (c) By job evaluation
   (d) Not determined

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:
   MEN - 65¢ PER-HOUR
   WOMEN - 52¢ " "

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   UNION-WORKS-& ENCOURAGES-UPGRADING-ALL-EMPLOYEES

   (b) Training women in new skills
   NOT-SPECIALLY

5. What is highest paid job and rate at which women are employed?
   PRECISION-WORK-95¢ PER-HOUR

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: Yes _____ No ✓
   (a) If so, is it paid for: for women ____ for men ____
   (b) If longer for women, give reason ____

III. Seniority:

A. Contract Provisions:
(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
(a) Plant-wide: Yes ✓ No____
(b) Departmental: Yes ✓ No____

2. Does contract distinguish between men and women in regard to seniority?

Yes____ No ✓ Explain:

3. Does contract limit women's seniority rights?
(a) To other women: Yes____ No ✓
(b) To the duration only: Yes____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? YES

(a) Maximum length: 90 DAYS- CAN BE EXTENDED

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No____ If not, explain:

2. What is plant practice with respect to pregnancy?
(a) Discharge: Yes____ No ✓
(b) Leave of absence: Yes ✓ No____

If yes, what is time limit? 90 DAYS- CAN BE EXTENDED FOR ANOTHER 90 DAYS. AFTER WHICH ANOTHER- 90 DAYS.
Up to date, no pregnancy case has presented itself. But under above practice, it can be worked out.

IV. Persons Interviewed:

On contract data:

Name HARRY. EICHER Position FIN. SEC. Date 12-2943

Plant Practices:

Name GEORGE CHAYER Position CHIEF-STEWARD Date 12-29-43

Women's Union Activities:

Name Position Date

General Union Information:

Name THOMAS-R. MORTON Position REC. SES. Date 12-29-43

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

CANEDY-OTTO MFG. COMPANY
(Chicago Heights, Illinois)

and

I.A.M.

September 21, 1943

Case No. 6-7995

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the Award of the Arbitrator of March 9, 1943, with the exception of certain provisions which are modified as follows:

1. The following minimum rates are approved:

General Labor	.60 per hour
Foundry Labor	.68 per hour
Coremakers, 2nd	.80 per hour
Moulders, 2nd	.80 per hour

2. A hiring rate for common labor, learners, and trainees of .60 per hour is approved.

3. The Company and the Union shall adopt the trainee program mutually agreed to, and the increases therein provided shall be based on rates approved by the arbitrator except as they are modified in this Order. Such increases as are provided for in the trainee program shall be deemed automatic increases.

In view of the fact that the requested wage adjustments will serve as the basis of a request for an increase in the ceiling price of your commodities, this ruling will become effective only upon final approval of the Economic Stabilization Director as required by the provisions of Executive Order #9250.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ Peter J. Angsten	s/ James B. Beardslee	s/ Joseph A. Mattsen
s/ Lewis Long	s/ Bertram J. Cahn	s/ Paul A. Givens

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT ON RECOMMENDATION

WAGE AND SALARY ADJUSTMENT APPLICATION

DATE	September 7, 1943
CASE NUMBER	6-7995
CASE NAME AND LOCATION	Canedy-Otto Manufacturing Co. Chicago Heights, Illinois
PRICE RELIEF SOUGHT	YES
PRODUCT OR SERVICE	Drill presses and machine tools
TYPE OF APPLICATION	Arbitrators award
NAME OF UNION	I.A.M.
NUMBER OF EMPLOYEES	Not stated
NUMBER OF EMPLOYEES INVOLVED	516
RECOMMENDED ACTION	Partial approval
TYPE OF CASE	Gross inequities, nights shift bonus, vacation plan

A. PROPOSED WAGE ADJUSTMENT — An arbitrator's award as follows:

a. Denial of a general 10¢ per hour increase.

b. Minimum rates of pay for job classifications as shown on attached table.

c. 65¢ hiring rate for male common labor, learners and trainees and a 52¢ hiring rate for females.

d. Equal pay for equal work proposition for females.

e. Trainee program agreed to by company and union.

f. 5¢ night shift premium.

g. Vacation of one week after one year of service.

h. Retroactive date of November 19, 1942.

B. BACKGROUND — Points (a), (d), (f), and (g) have been acted upon by the Board. Since point (b) involves only minimum rates of ranges, the case was deferred pending submission of maximum rates. However, the parties submit that they cannot submit maximums until they know what minimums will be approved. Hence this case is returned with a definite recommendation on minimum rates.

C. ANALYSIS — a. Minimum rates. The attached table compares the arbitrator's award, the union proposal, the company present rates and proposed rates, and stabilized rates.

On the basis of stabilized rates, the arbitrator's award and the present and proposed rates, it is recommended that the arbitrators award be approved, except for the following:

Coremakers, 2nd.....	$.80
Foundry labor.....	.60
General labor.....	.60
Moulders, 2nd.....	.80

b. In line with the modification, it is recommended that the hiring rate of 65¢ for males in the arbitrator's award be modified to 60¢.

c. It is recommended that the arbitrator's award be on the trainee program, approved, except that the increases therein provided shall be based on the rates approved in the Board's Order.

d. The Company makes a detailed showing that a retroactive date of November 19, 1942 would put it "in the red."

The Arbitrator's award on this point was based on the fact that November 19, 1942, was the date the Union signed a contract embodying non-wage issued and started negotiations on the wage issues. The Company has requested price relief.

D. RECOMMENDATION — That the arbitrators award be approved with the following exceptions:

1. Minimum rates

General Labor	60¢
Foundry Labor	68¢
Coremakers, 2nd	80¢
Moulders, 2nd	80¢

2. Hiring rate for common labor, learners, and trainees shall be 60¢.

3. The company and the union shall adopt the trainee program mutually agreed to, and the increases therein provided shall be based on rates approved by the arbitrator except as they are modified in this order. Such increases as are provided for in the trainee program shall be deemed automatic increases.

No recommendation is made, however, on the arbitrators award of the retroactive date.

Officer

E. B. McFATT,
Wage Stabilization Director

By _____
H. G. Lewis

iw

CANEDY-OTTO MANUFACTURING CO.
CASE NO. 6-7995

JOB TITLE	No. OF EMPL.	PRESENT RANGE	PROPOSED MINIMUM RATES Co.	PROPOSED MINIMUM RATES Union	ARBITRATORS AWARD (MIN.)	SYMBOL	STAB. MINIMUM RATES
Advanced Specialist	4	$.85 - 1.10	$ .95	$1.15	$1.05		
Blacksmith	1	$1.10	1.00	1.20	1.05	T	$1.00
Carpenter	1	.85	.95	1.20	1.00	E	.93
Cement Finisher	1	.80	.90	1.20	.95		
Chippers and Grinders.....	18	.50 - .65	.67	.77	.74	E	.77
Coremakers, 1st	3	.95	.95	1.22	1.10	E	1.13
" , 2nd	3	.70 - .90	.75	1.05	.95	E	.80
Cupola Tenders (Specialist)..			.85	.96	.90	E	.90
Electrician	1	1.05	1.00	1.20	1.05	T	1.00
Firemen	2	.75 - .80	.80	.90	.85		
Foundry Labor	58	.50 - .75	.64	.74	.69	E	.68
General Labor	51	.40 - .70	(60)	.70	(65)	E	(60)
Machine Repair, 1st	1	1.25	.90	1.20	1.00		.90
" " , 2nd	1	.90	.80	1.05	.90		.80
Machinist	1	1.05	1.00	1.20	1.10	T	1.10 (A)
Mechanics, Helper	16	.50 - .80	.70	.80	.75		
Moulders, 1st	8	1.00	1.00	1.22	1.10	E	1.10
" , 2nd	14	.70 - .90	.85	1.05	.95	E	.80
Pattern Makers, 1st	1	1.20	1.20	1.50	1.25		1.10 (Job Shop)
" " , 2nd	1	1.00	1.00	1.05	1.05		
Production Workers,	269	.40 - .90	.80	.90	.85		
Specialist	14	.70 - 1.00	.85	1.05	.95		
Stoker			.70	.80	.75		
Tool and Diemaker	2	1.10 - 1.35	1.25	1.40	1.30	E	1.40 (A) 1.25 (B)

#53

CANEDY-OTT MFG. CO., Chicago Heights, Ill., and International Association of Machinists, AFL; 378 workers affected. Board partially approved joint proposal; modified proposed maxima for various job classifications, with Labor members dissenting to modifications; effective June 1, 1943. 11-1-44

SOLAR-STURGES CO., Melrose Park, Ill., and United Automobile, Aircraft, and Agricultural Implement Workers of America, local 453, CIO; 300 workers affected. Board approved parties agreement on wages, which provided increases in various job classifications; decided dispute on other issues; ordered agreement on wages put into effect; ordered standard maintenance of membership, with usual 15-day escape period; ordered checkoff of union dues by company; ordered grievance procedure; Industry members dissented to maintenance of membership, checkoff, and grievance procedure.

54

1. Comments.
2. Order of Disapproval

54

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent May Bagwell

Date 3/11/'44

Plant involved Elkhart Brass Mfg. Co.

Name, title, address of persons interviewed

Mrs. H. O. Denman, Financial Secretary, 329 Jefferson St., Elkhart, Ind.

Mr. Noble Smith, President, 1573 S. Main St., Elkhart, Ind.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I.A.M. Affiliation A.F. of L.
2. Local No. 1118 Address Labor Temple, 222½ S. Main St., Elkhart, Ind.
3. How long local organized? Since 1940
4. How long women members Mrs. Denman a member since May 1942. Other women have been working on permit for three weeks and will be initiated in two weeks.
5. President's name and address, if not listed above
6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
1. Elkhart Brass Mfg. Co.	142	8	142	8 (7 on work permits)
Also have members in Lerner Electric Co., Safeplay Co., Outing Mfg. Co. & Elkhart Screw Products plants				
Total------	N.R.	N.R.	191	8 (7 on permit

7. Union cost to worker:	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues (specify period covered)	$1.50 per mo.	$1.50 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

8. Women's local union activities:

a. Union committees

No women on committees

b. List other committees on which women might serve:

-

c. Local union offices held by women:

Financial Secretary- (Mrs. Denman is wife of I.A.M. representative and has never worked in plant. She was taken in the Local for purpose of keeping the books.

d. Attendance at union meetings:

Mrs. Denman is only woman who attends as yet.

9. Union program and union's official attitude toward women: (Give source of comments.)

Mrs. Denman stated that the union position was equal pay for equal work. She said that the men also felt that since the women got the same pay they should work under the same conditions. Mr. Smith said that ~~if~~ when women went on the same work that men did they should have the same pay.

Mrs. Denman said that she thought that women should stay at home after the war and not work- that she knew of cases where the wives were working and did not need the money and that after the war they would be keeping some man off of the job who had a family to support. Mr. Smith said about the same

10. What is union's attitude toward equal pay: (Give sources.)

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Elkhart Brass Mfg. Co.

2. Address 1320 W. Beardsley Ave., Elkhart, Ind.

3. Product Fire Department fittings

4. How long union recognized in this plant: Since 1940

5. How long women in this plant members of union: Feb. 1944 {Mrs. Denmann since May '42 - Never worked in plant.

6. Arrangement for payment of dues: (check one)

Checkoff _____ Steward # _____ Other Some pay at meetings

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Shop steward: No. men N.R. No. women Not yet eligible

b. Grievance committees: No. men N.R. No. women " " " "

c. Contract or bargaining committees: Yes #. No _____
No. men N.R. No. women Not eligible

d. Labor management committees: Yes _____ No #
No. men _____ No. women _____

e. Other union committees in plant; whether women represented: _____

None

9. Union program in this plant affecting women: (Give sources.)

Nothing planned, Mr. Smith stated.

C. Plant Practices:

1. Are there any: -

a. So called "women's jobs"? Yes _____ No #

b. Men's jobs on which women are employed? Yes ✓ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No _____

b. By bargaining? Yes _____ No _____

c. By formal job evaluation? Yes _____ No #

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
Women not in plant sufficient length of time to tell

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Are women given equal seniority with men: Yes # _____ No _____
If not, explain

6. Placement on shifts: Number of shifts plant operates: 1 # 2 _____ 3 _____
a. Number of shifts on which women are employed: 1 # 2 _____ 3 _____

b. Does placement depend on seniority: Yes _____ No _____
Explain:

7. Rest periods:
a. Does plant allow formal rest periods: Men No Women No
b. If so, are they paid for: Men _____ Women _____
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men 1 hr. Women 1 hr.
b. Paid for: Men No Women No
c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
a. No policy: #
b. Discharge _____
c. Leave of absence _____
(1) If yes, what is time limit _____

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time #
b. Piece _____

2. Are jobs and rates specifically listed by male and female: Yes _____ No #

3. In jobs employing both men and women, are rates the same? Yes # No _____

B. War Labor Board Case

1. Title of case Elkhart Brass Mfg. Co. (Elkhart, Ind.) & I.A.M. # 1118 Regional number 6-19,237

2. Status of case:
   a. Pending before: Regional Board _____, National Board _____
   b. Settled by: Regional Board (date) 9/23/'43, National Board (date) _____

3. Type of case: Voluntary _____ # _____ Dispute _____

~~4. Was case brought at time of negotiation of contract? Explain.~~

~~5. What led to union taking it to W. L. B. Explain background of case.~~

4 6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.
Wage increase was only issue.

5 Q. W. L. B. Ruling.

Disapproves plan for making automatic merit increases submitted in application of parties. (See Order attached)

6 Q. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract _____
b. On date of certification to W. L. B. _____
c. On date of W. L. B. decision _____
d. Not yet in effect _____

7 Q. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8 Q. How did women workers benefit from case?

F. **Contract:** (Productive workers) who is the
(Copy not available from either Mr. Smith, President, nor from Mrs. Denman)

1. **General Information:**

a. **Source of contract information:**
(1) Interview with Mr. Noble Smith, President
(2) Verified by reference to contract _____
(3) Contract attached to schedule _____

b. **Date contract expires** November 1944

c. **Kind of contract: (check)**
(1) Closed shop #
(2) Open shop
(3) Preferential

d. **Does contract contain maintenance of membership clause: Yes** _____ **No** #

2. **Wages:**

a. **Does contract provide same starting rate for inexperienced women as inexperienced men: Yes** # **No** _____
(1) **If not, rates: Men** _____ **Women** _____

b. **Automatic progression policy: Yes** # **No** _____
(1) **If such policy, same for women as for men: Yes** # **No** _____
If policies differ, explain

c. **Does contract prohibit wage discrimination against women:**
(1) **By "No discrimination clause": Yes** _____ **No** #
(2) **By equal pay clause: Yes** _____ **No** #
(3) **By rate of job regardless of sex: Yes** _____ **No** #

d. **Does contract openly discriminate against women: Yes** _____ **No** #
If so, explain:

e. **No mention of "women" in contract: Yes** # **No** _____ **Explain.**
Women were not working when contract signed

3. Seniority:

a. Types of: Plant wide ___#___ Departmental ___#___

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No ___#___

(2) To the duration only: Yes _____ No ___#___

(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision ___#___
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ___#___ No _____

(1) Maximum length 90 days with one renewal permitted
(2) Length of service necessary to get maximum 1 year

Comments:

Although so few women are now working in this plant there are quite a few men subject to the draft now and women will be used to replace men drafted.

So far not much attention has been paid to the women who are working by the union. Agent could not get the names from Mrs. Denman or Mr. Smith so none of the new women were seen.

Elkhart Brass Mfg. Co.
Elkhart- Ind.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

September 23, 1943

SEPTEMBER-23-1943
Case no- 6-19,237

(Elkhart Indiana)

and

International Association of
Machinists, Local No. 1118

I.A.M. Local 1118

ORDER OF DISAPPROVAL

No Contract in Washington.

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby disapproves the plan for making automatic merit increases submitted in application of the parties dated July 29, 1943.

Adjustments of wages or salaries shall comply with the provisions of General Order No. 31, as amended on August 18, 1943.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ Robert K. Burns	s/ James B. Reardelee	s/ Joseph J. Kahoe
s/ Peter J. Angsten	s/ Samuel P. Carson	s/ Samuel Levin

OVER.

Elkhart Brass Mfg Co.

Nov 3 - 1943
Case No - 6-19-237

nt. Molders + Foundry Wkrs Union Local 168
Polishers, Buffers + Platers + Helpers Local 177
Assn of Machinists Local 1118

Unions and Co. agreed to increase of 5¢ per hr.
subject to W. L. B.

Wage stabilization director denied application.
W. L. B. approved wage stabilization decision.

no mention of number of Employees involved.

55.

1. Agreement
2. Constitution

55
2

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 4/21/'44
Plant involved Missouri Valley Bridge & Iron Co.

Name, title, address of persons interviewed Agreement Attached

Mr. C. B. Birdsong, President of Metal Trades Council & President of Teamsters Local# 215, Lamasco Bank Building, Fulton & Franklin St., Evansville, Ind.

Mr. W. L. Manis, Bus. Rep., Boilermakers Local # 374, & Chmn. of Shipyard Committee of Metal Trades Council, 216 N. Fulton Ave., Evansville, Ind.

Mr. Wesley E. Waters, Secy. Metal Trades Council & Bus. Rep. of Plumbers Local No 136, Room 103, 210 N. Fulton Ave., Evansville, Ind.

Miss Virginia Ainsworth, Shop Steward, welder, Plumbers Local No. 136, 210 N. Fulton Ave., Evansville, Ind.

Mr. Fred Wentzel, Bus. Rep., Painters Local # 156, Room 105, 210 N. Fulton Ave., Evansville, Ind.

(Con't. on p. 1-a)

Trade Union Survey

A. Information Concerning Local Unions

1. **Name of Union** Evansville Metal Trades Council, Fulton & Franklin Sts., **Affiliation** A.F.L.
2. **Local No.** _____ **Address** Evansville, Ind.
3. **How long local organized?** May 1942
4. **Type of worker: (1) productive** # ; **(2) clerical** _____ ; **(3) maintenance** #
5. **How long women members?** June 1942
6. **President's name and address, if not listed above** _____
7. **Plants organized by local union:** (Approximate Figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Missouri Valley Bridge & Iron Co.	7630	3,370	7630	3,370

8. **Union cost to worker:**

	Men	Women
a. Initiation fees *	$15.00	$15.00
b. Dues (specify period covered)*	$2.00 per mo.	$2.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

*Boilermakers: Initiation Fee (Men & Women): Mechanics- $25.00, Helpers- $15.00
Dues(Includes Ins.)" " " { " - $4.00 per mo. " - - $3.50 per mo.
" " " { Prod. workers-$2.50 per mo.

Hod Carriers- Dues: $4.05 per quarter
Plumbers- Initiation fee: Mechanics- $20.00, Helpers- $10.00

Persons interviewed (Con't. from p. 1)

Mr. John Soucie, Bus. Rep., Hodcarriers Local No. 561, 216 N. Fulton Ave., Evansville, Ind.

Miss Lucy Sloan, Union Member, welder, Boilermakers Local # 374, 608 Sycamore St., Evansville, Ind.

Unions affiliated with Metal Trades Council which have women members:

International Brotherhood of Boilermakers, Iron Shipbuilders & Helpers of America, Local # 374

International Hod Carriers, Building & Common Laborers' Union, Local # 561,

United Association of Plumbers, Steamfitters of the United States & Canada, Local # 136

Brotherhood of Painters, Decoraters and Paperhangers of America, Local # 156

9. Women's local union activities:

a. Union committees on which women serve:
None.

b. List other committees:
No committees reported by any of unions, ~~except~~ Shipyard Committee members are from Metal Trades Council to which there are no women delegates. Metal Trades Council has six other standing committees.

c. Local union offices held by women:
1 woman member of Hod Carriers is delegate to Central Labor Union
(No women are representatives on Metal Trades Council)

d. Attendance at union meetings:
Plumbers- Women not very active and do not attend well
Hod Carriers- Women attend as well as men
Painters- Women do not attend at all
Boilermakers- Women attend as well as men- are very active
(Meetings of Metal Trade Council not open to general membership- is a council made up of representatives of the various affiliated local unions)

10. Union program for increasing women's participation in union activities: (Give source of comments.)
None reported

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
Mr. Birdsong said that women had same seniority rights as men and that if work continued on large scale at the ship yards women would probably remain.
Mr. Manés did not think women would be in yards after the war as the company had rated them as only 60% efficient and they would not want to employ them. Also the number of men who would return from the service would push the women out.
Mr. Waters said that when women went into the yards his International Union (Plumbers) wanted a spearate set up for women but he told them that he would not go along on that so they have same seniority and the right to stay, ~~if they have seniority~~.

b. Equal pay
Mr. Birdsong said that the rates were the same for men and women on all jobs- no separate women's rates.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Missouri Valley Bridge & Iron Co.
2. Address Ohio & Wabash St.s. Evansville, Ind
3. Product LST Invasion craft boats
4. How long since union had contract in this plant: June 8, 1942
5. Payment of dues: Checkoff____ Steward # Other (specify) Pay at union offices
6. How long women in this plant members of union: June 1942
7. Were women employed on production in this plant in normal times: Yards opened since war
8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No____
"Shipyard Committee"
No. men 5 No. women 0

b. Labor management committees: Yes____ No #
No. men____ No. women____

c. Shop steward: No. men 125(Approx.) No. women 8
In unions employing women

d. Grievance committees: No. men____ No. women____
Grievances handled by Shipyard Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Union Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Approx. figures reported by unions employing women:						
Boilermakers	4200	2800	70	4		
Plumbers	1420	80	9	1		
Painters	1610	90	N.R.	0		
Hod Carriers	400	400	50	3		

e. **Other union committees in plant; their functions; and state if women are members:**

Contract Shop Committee (of Metal Trades Council)

Women are put on special committees in yards when matter involves women

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

Mr. Birdsong said that they had negotiated for rates for job and the women get the same rate as men for same job.

Mr. Waters said he had insisted on no separate set up for women though his International Union had wanted this
Other persons interviewed all said that the rates were the same for men and women

b. **Training and upgrading opportunities:**

Mr. Birdsong said that women were in all job classifications- that they had been upgraded the same as men

Other persons interviewed said this also

c. **Seniority rights:**

None of persons interviewed reported any difference in seniority for men and wom women.

d. **Special activities in regard to community services:**

None reported by representatives of Metal Trades Council or by any of union representatives interviewed.

10. **Attitude of local union officials interviewed toward special problems of women: (Give source).**

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

Mr. Wentzel, Bus. Rep. of Painters said that he thought the women should be in the home. He thought that the war would be over soon and that "they would soon be rid of the women". However, he said that the women had the same rights and priviledges in the union as the men when they joined and if there was work and they wanted to work they could.
Mr. Waters did not see need for committee to handle grievances ordinarily. He said he could handle most things better.

11. **Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).** (Was very difficult for agent to get names and addresses of women union members. Hod Carriers said they did not have up-to-date addresses. Boiler-makers also did not have but gave names and referred agent to Employment office of company where two addresses were secured, one incorrect.) Painters said they did not have names and addresses. Plumbers said none of their women members were active, except Virginia Ainsworth and a couple of others whose addresses they did not have.)

Virginia Ainsworth thought the union gave them protection andbetter wages. She said that most of the women in the plumbers union were just not interested.

Lucy Sloan said that she did not know much about the contract. She did not know whether seniority was the same for men and women. She had not been to a meeting at all. She had never been told when and where meetings were held.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #____

b. Men's jobs on which women are employed? Yes_____ No #____

c. Are inexperienced men and women generally started on same job?
Yes___#___ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes__#____ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

None of people interviewed said that women were kept on lower paid jobs longer than men. Mr.Birdsong said that women were in all job classifications.

5. Seniority:

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____
(5) job classification Yes " " " " Yes_____ No #

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

Day shift:

a. * Length of lunch period: / Men 1 hour Women 1 hour

b. Paid for: Men _____ Women _____

c. If sex differential, give reason

*2nd. &x3xxx shifts- ½0" lunch period which is paid for (Men & women)
3rd. shift- 130". lunch period with 1hr.paid for. " " "

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes

(1) If yes, what is time limit? Not definite

(2) Are seniority rights retained? Yes # No _____

(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr.Birdsong, Mr. Manes & Mr. Waters

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires June 1944- automatic renewal unless either party gives notice of desire to change

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership #

(3) Other

(Company does hiring through unions)

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes No #

(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. ## Mention of women in contract: Yes No # Explain:

3. Seniority:

a. Are seniority lists maintained:

(1) by department No If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____
(5) craft Yes Yes___ No #

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision
(2) Length of lunch period: / First shift: Men 30" Women 30"
(3) Paid for: Men No Women No
2nd. shift- 30" paid for & 3rd. shift- 30" with 1 hour paid for.

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length
(2) Length of service necessary to get maximum

d. Does contract provide for paid vacations: Yes # No
If yes, state provisions.

2700 hours of work during given time (1 yr. from date given) ---- 6 days vacation (Maximum allowed in 1 year)
2450 " " " " " " " " 5 " "
2200 " " " " " " " " 4 " "
2000 " " " " " " " " 3 " "

F. War Labor Board Case (Mr. Waters said that they had not had any W.L.B. case which especially ###### affected women as a separate group.

1. Title of case_____ Regional number_____

2. Status of case:

   a. Pending before: Regional Board_____, National Board_____

   b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Constitution

Evansville
Metal Trades
Council

EVANSVILLE, INDIANA
1942

Preamble

Realizing the futility of individual craft action and the imperative need for concerted industrial action, we pledge ourselves:

(a) To establish a more thorough co-operation in the Council;

(b) A spirit of co-operation in the local unions;

(c) And the full co-ordination of all the activities of the local unions and the Council in the protection of our common interests.

(d) We shall urge the avoidance of unnecessary conflicts and their attendant bitterness and pecuniary loss by means of conciliation in the settlement of all disputes. But we shall firmly and aggressively demand more fully the full product of our toil to the end that we may gain shorter hours, improved methods of production and the highest possible American standard of living.

Order Of Business

1. Call to Order.
2. Roll Call by Attendance Cards.
3. Reading of Minutes.
4. Report on Credentials.
5. Acceptance of Delegates.
6. Bills and Communications.
7. Reports of Committees:
   (a) Special.
   (b) Standing.
8. Nomination, Election and Installation of Officers.
9. Reports of Organizations.
10. Unfinished Business.
11. New Business.
12. Good and Welfare.
13. Adjournment.

Constitution
OF THE EVANSVILLE METAL TRADES COUNCIL

Name

Section 1. This organization shall be known as the Evansville Metal Trades Council.

Affiliation

Section 2. Only those unions whose Internationals are affiliated with the American Federation of Labor and whose members are in whole or in part employed in the metal trades, shipyard and allied industries may become affiliated with this Council. No member of any affiliating union who holds membership in a labor organization not affiliated with the Metal Trades Council can be seated as a delegate in this Council.

Representation

Section 3. Each regularly affiliated International shall be entitled to three delegates.

Credentials

Section 4. Credentials of delegates shall be furnished by local unions, and shall bear the seal of the organization and the signature of the Secretary.

Section 5. Any union applying for membership in this Council shall be referred to the Credentials Committee, which shall investigate the application

and report upon the same to the Council, whereupon a motion to admit shall be decided by a majority vote. The Council, however, reserves the right to refuse the seating of any, or all, delegates who, in its judgement, are considered undesirable or detrimental to the best interests of the Council or Credentials Committee.

Autonomy

Section 6. This Council grants the fullest autonomy to its affiliated organizations in the government of their local and International affairs. In matters which affect the general welfare of the industry within the confines of the territory covered by the jurisdiction of this Council, this Council reserves the sole and complete jurisdiction. Any organization that wilfully misuses its autonomy and wantonly injures the work of the Council by acts in violation of the Laws of the Metal Trades Department shall be suspended, expelled or deprived of all rights and privileges accruing from membership in this Council, and the Metal Trades Department shall be notified of the action taken.

Grievances

Section 7. Should any craft have a grievance with an employer, it shall use every honorable means toward a satisfactory settlement of the same; and failing to make a settlement, it must refer the difficulty in question to the Council in writing and under the seal of the organization for the Council's investigation and action.

Section 8. No union shall be eligible or entitled to assistance from the Council, in case of any demands, strikes or lockouts, until the action of the union has been approved by at least a two-thirds vote of the members present at a regular session of the Council, after each organization has been officially notified.

Joint Conferences

Section 9. In the event of controversies arising which affect the interests of another Council or Councils, it shall be referred to the Conference Committee, to act with a like Committee from the Council or Councils affected, and a Committee from the craft or crafts affected shall confer with them.

Notice of Intention

Section 10. Before the Council shall declare any firm or firms unfair, it shall serve notice of intention on such firm or firms.

Unfair List

Section 11. No union or unions affiliated with this Council shall apply any boycott or declare any firm unfair until Section 7 of these laws shall have been complied with.

Section 12. Applications from non-affiliated unions for assistance or support in boycott shall be first referred to the Policy Committee.

Employers' Records

Section 13. No member of any affiliated union will be permitted to fill

out or sign any employment blank or any other record which may be used by an employer as a means of discrimination or black-list, or any paper signing away any right to sue for damages.

Agreements

Affiliated unions shall refer all agreements on work under their jurisdiction to the Council for approval.

Strike Vote

Section 14. A Strike Vote of affiliated organizations shall be ordered by the Council only after a two-thirds affirmative vote of the delegates present. The vote of the organizations shall be taken in full compliance with the Constitution and By-Laws of the respective internationals and a deciding vote of a majority of the organizations shall decide after Section 8 has been complied with.

Officers

Section 15. The officers of this Council shall consist of a president, vice-president, recording secretary, financial secretary-treasurer, sergeant at arms, and three trustees.

Election of Officers

Section 16. All permanent officers shall be elected at the first meeting in February, nominations being open at the previous meeting. All regular elections shall be by secret ballot. Installation of officers shall be held at the meeting following election. All officers

shall, at the expiration of their term of office, or in case of resignation, turn over all books and property belonging to the Council in their possession to their successors and render a complete report of their stewardship up to date.

Before a Delegate can be nominated for any office in the Metal Trades Council, he must be a delegate at least three months before the election. This does not apply to delegates from newly formed organizations.

President

Section 17. The President shall preside and preserve order at all meetings and perform all other duties customarily pertaining to his office. He shall be ex-officio member of all Boards and Committees. He shall have power to exclude from the meeting any delegate guilty of indecorous or unruly conduct.

Vice-President

Section 18. The Vice-President shall, in the absence of the President, perform all duties pertaining to the office of President.

Secretary-Treasurer

Section 19. It shall be his duty to promote affiliation and extend the influence of the Council by adopting all legitimate means to secure the end in view.

(A) He shall be the Recording and Financial Secretary of the Council, shall keep a record of the proceedings of the

Council, and attest all orders signed by the President. He shall be the custodian of the records and seal of the Council. He shall furnish each affiliated Union with a copy of the proceedings of the Council. He shall be ex-officio member and Secretary of the Executive Board and shall also perform such other duties as are elsewhere indicated in this constitution and assigned him by the Council.

Treasurer

Section 20. He shall receive and receipt for all per capita and monies paid to the Council and disburse same on the order of the Council. He shall keep an accurate account of all monies received and expended and produce his books for inspection whenever called upon. He shall also make quarterly financial reports to the Council. He shall notify all unions in arrears for their per capita and assessments at the end of each month. He shall issue all warrants for all bills ordered by the Council, the bills to be attested by the signature of at least three members of the Finance Committee.

(A) He shall not retain more than twenty-five ($25) dollars for current expenses in his possession at any one time, and shall deposit all monies or funds in such bank as the Council may direct, and shall be bonded in the sum of $500.00.

(B) He shall receive for his services such salary as the Council, by motion, may determine.

Sergeant-at-Arms

Section 21. The Sergeant-at-Arms shall have charge of the door and assist the President to maintain order. He shall also register the attendance of delegates by such method as the Council may designate.

Trustees

Section 22. It shall be the duty of the Trustees to attend to the financial affairs of the Council, inspect and audit the accounts of the Secretary-Treasurer, and render reports quarterly. They shall audit the reports of all Committees charged with the receipt or expenditure of monies of the Council and render at the end of each term a full report of the Council's standing. The Trustees shall also audit all bills before the same are presented to the Council. When the Trustees are not present at a meeting, the President shall appoint members to act as Finance Committee in the auditing of bills.

Standing Committees

Section 23. There shall be the following Standing Committees: Arbitration Committee, Resolutions Committee, Policy Committee, Credential Committee, Shipyard Committee, Contract Shop Committee and Conference Committee.

Arbitration Committee

Section 24. The Arbitration Committee shall consist of five members, no two from any one organization, to be elected by the Council. This Committee shall investigate all grievances between af-

filiated organizations referred to the Council for adjustment. Grievances must be referred to the Council in writing under the seal of the organization, and no delegate shall sit on the Committee when his organization is directly interested. When approved by the Council, all decisions of this Committee shall be binding on all parties. However, all affiliated organizations shall have the right to appeal from any and all decisions of this Committee to the Metal Trades Department or to the American Federation of Labor.

No grievance shall be brought before this Council until every effort has been made to adjust the differences. To this end each side shall select a Committee of three, which Committee of six shall make every effort to settle the trouble. In event of failure to reach an agreement, the matter shall be regularly submitted to the Council.

Resolution Committee

Section 25. The Committee on Resolutions shall consist of three members, no two from any one craft, whose duty it shall be to make recommendations on all resolutions and to draw up resolutions when ordered to do so by the Council.

Policy Committee

Section 26. The Policy Committee shall consist of the President, Secretary, and three other members of the Council. It shall be within the province of the Policy Committee to consider and formulate plans of action and suggest methods to help better conditions of the

Council and the affiliated unions; to consider and report on all matters referred to them by the Council, and to make such recommendations as they may deem necessary. They shall also assist in the organization of new locals,

Credential Committee

Section 27. The Credential Committee shall consist of three members, no two from any one craft, whose duty it shall be to investigate all credentials. The Committee shall meet at least fifteen minutes before the Council is called to order and have a report ready for the meeting.

Shipyard Committee

Section 28. The Shipyard Committee shall consist of five members, who shall be elected by the Council. One member of the craft whose trouble is to be adjusted shall accompany the Committee. It shall be their duty to consider and adjust all matters concerning disagreements and settlements in the shipyards presented to them by the Council, and to act as an organizing committee in the shipyards.

Contract Shop Committee

Section 29. The Contract Shop Committee shall consist of five members elected by the Council. They shall consider and adjust matters pertaining to the contract shop work referred to them by the Council, and act as an organizing committee in the contract shop.

Revenue

Section 30. Revenue for maintenance of the Council to be derived from per

capita tax of $5.00 per quarter for each affiliated Local Union.

Quorum

Section 31. Delegates from not less than one-third of the crafts affiliated with this Council, officers included, shall form a quorum.

Amendments

Section 32. An amendment or alteration of any kind to this Constitution shall first be submitted in writing to the Council and lie over until the next meeting when it shall be voted on by the Council. A majority vote of those present shall carry the amendment or alteration.

Charges

Section 33. Any delegate preferring charges against another delegate to this Council shall furnish the Secretary a written copy specifying the charges, stating when and where the violation occurred. The President shall immediately appoint a Trial Committee of five before whom the charges may be tried. The Brother making the charges, or who fails to prosecute after making charges, shall stand liable to trial on charges of conduct inimical to the interests of organized labor, and on conviction shall be liable to suspension or expulsion, as the Council may determine.

Charges against local organizations shall be made in accordance with the above provisions, and organizations found guilty shall be fined, suspended or expelled, as the Council may determine.

OFFICERS' OBLIGATION

Section 34. "Do you, each of you, sincerely promise on your honor to perform all the duties of your respective offices according to the laws of the Metal Trades Department of the American Federation of Labor until your sucessor is elected and installed; that you will be faithful in attendance at all regular and special meetings of the Council, and shall it lapse or cease to work, you will return to the officer legally authorized to receive the same, all bonds, monies, charter, and property of the Council?"

Officers answer: "I Do."

DELEGATES' OBLIGATION

Section 36. "Do You, each of you, solemnly promise on your honor, that you will conform to and obey the laws of the Metal Trades Department of the American Federation of Labor and of the Evansville Metal Trades Council; that you will be faithful in attendance at all regular and special meetings of the Council; that you will at all times strive to maintain a mutual and lasting peace between the affiliated metal trades; that you will make impartial and unprejudiced reports of all conditions affecting the well-being of the Council and your fellow delegates?"

Delegates answer: "I do."

Rules of Order

The Following Rules May Be Used to Govern Debate:

Rule 1. On motion, the regular order of business may be suspended by a two-thirds vote of the meeting at any time to dispose of anything urgent.

Rule 2. All motions (if requested by the chair) or resignations must be submitted in writing.

Rule 3. Any conversation by whispering, or otherwise, which is calculated to disturb a member while speaking, or hinder the transaction of business, shall be deemed a violation of order.

Rule 4. Sectarian discussion shall not be permitted in the meeting under any circumstances.

Motions

Rule 5. A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must rise and be recognized by the chair.

Rule 6. Any member having made a motion, can withdraw it by consent of his second; but a motion once debated cannot be withdrawn, except by a majority vote.

Rule 7. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Debate

Rule 8. A motion shall not be subject to debate until it has been stated by the chair.

Rule 9. When a member wishes to speak, he shall rise and respectfully address the chair, and, if recognized by the chair, he shall be entitled to proceed.

Rule 10. If two or more members rise to speak at the same time, the chair shall decide which is entitled to the floor.

Rule 11. Each member when speaking shall confine himself to the question under debate, and avoid all personal, indecorous or sarcastic language.

Rule 12. No member shall interrupt another while speaking, except to a point of order, and he shall definitely state the point, and the chair shall decide the same without debate.

Rule 13. If any member shall feel himself personally aggrieved by a decision of the chair, he may appeal to the body from the decision.

Rule 14. If a member, while speaking, be called to order, he shall take his seat until the point of order is decided, when, if decided in order, he may proceed.

Rule 15. When an appeal is made from the decision of the chair, the Vice-President shall then act as chairman; said appeal shall then be stated by the chairman to the meeting in these words:

"Shall the decision of the chair be sustained as the decision of this Council?" The member will then have the right to state the grounds of appeal, and the chair will give reasons for his decision; thereupon the members will proceed to vote on the appeal without further debate, and it shall require a majority vote to sustain such an appeal.

Rule 16. No member shall speak more than once on the same subject until all the members desiring the floor shall have spoken, nor more than twice without unanimous consent, nor more than five minutes at any one time, without consent of a two-thirds vote of all members present.

Rules 17. The presidnig officer shall not participate in debate on any subject under discussion unless he temporarily vacates the chair. He shall rule on all points of order, subject to appeal, and in case of a show of hands being called and the vote being equally divided he shall have the deciding vote. (This does not apply to any election of officers or in any case where the vote is by ballot.)

Privilege Questions

Rule 18. When a question is before the meeting no motion shall be in order, except—

1. To adjourn.
2. To lay on the table.
3. For the previous question.
4. To postpone to a given time.

5. To refer or commit.
6. To amend: and these motions shall have precedence in the order herein arranged. The first three of these motions are not debatable.

Rule 19. If a question has been amended, the question on the amendment shall be put first; if more than one amendment has been offered, the question shall then be put as follows:

1. Amendment to the amendment.
2. Amendment.
3. Original question.

Rule 20. When a question is postponed indefinitely, it shall not come up again except by a two-thirds vote.

Rule 21. A motion to adjourn shall always be in order, except—

1. When a member has the floor.
2. When members are voting.

Rule 22. Before putting a question to vote, the presiding officer shall ask, "Are you ready for the question?" Then it shall be open for debate. If no member rises to speak the presiding officer shall then put the question in this form:

"All in favor of this motion say 'aye' "; and after the affirmative vote is expressed, "Those of the contrary opinions say 'no'." After the vote is taken he shall announce the result in this manner: "It seems to be carried (or lost); it is carried (or lost) and so ordered."

Rule 23. Before the presiding officer declares the vote on a question, any member may ask for a division of the house; then the chair is in duty bound to comply with the request, and a standing vote shall then be taken, and the secretary shall county the same.

Rule 24. When a question has been decided it can be reconsidered only by a two-thirds vote of those present.

Rule 25. A motion to reconsider must be made and seconded by two members who voted with the majority.

Rule 26. A member being ordered to take his seat three times by the chair without heeding shall be debarred from participating in any further business at that session.

Rule 27. All questions, unless otherwise provided, shall be decided in accordance with Roberts' Rules of Order.

Approved October 20, 1942;

Committee

Walter Mannis, Chairman
Arthur Watkins
W. E. Waters
C. B. Birdsong

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No attached material

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 4/44
Plant involved Bucyrus-Erie Co.

Name, title, address of persons interviewed

Mr. Ray Hancock, Bus. Rep., 213 Grein Bldg., Evansville, Ind.

Mr. Leonard Edwards, Trustee & Chmn. Grievance Committee, 521 S. E. 2nd. St., Evansville

Mrs. Edith LeMaire, Machine operator, Machine Shop, 1626 Stinson St., Howell, Ind.
Union member.

Mrs. Ditterline, milling machine operator, Machine Shop, Union member, 2839 B St., Evansville, Ind.

Mr. E. L. Simpson, Machinist, former union member, 1621 Hollywood, Howell, Ind.
Mrs. " " ", saw operator, Machine Shop, " " " "
Former union member

Trade Union Survey

A. Information Concerning Local Unions

1. **Name of Union** I.A.M. **Affiliation** A.F. of L.
2. **Local No.** 1231 **Address** 213 Grein Bldg., Evansville, Ind.
3. **How long local organized?** May 1933
4. **Type of worker: (1) productive** # ; **(2) clerical** ; **(3) maintenance** #
5. **How long women members?** March 1943
6. **President's name and address, if not listed above**
   Louis Wurtz, 605 W. Tennessee St., Evansville, Ind.
7. **Plants organized by local union:** (Approximate figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Bucyrus-Erie Co.	750	50	600	40

8. **Union cost to worker:**

	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues* (specify period covered)		
c. Fines (" what for)	None	None
d. Other	"	"

*Dues same for men and women: Journeyman & Specialist-- $2.25 per month
Production workers & helpers-- $1.75 per mo.
Apprentices-- $1.25 per mo.

9. **Women's local union activities:**

   a. **Union committees on which women serve:**
   None. Do not attend enough to be put on

   b. **List other committees:**
   Legislative

   c. **Local union offices held by women:**
   None

   d. **Attendance at union meetings:**
   Poor. Attendance of men poor also.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**
None reported.

11. **Attitude of local union officials interviewed toward:**

   a. **Continued employment of women:**
   Mr. Edwards did not seem particularly interested in question.
   Mr. Hancock said that the women had same protection as men.

   b. **Equal pay** (starting rate + automatic progress.)
   Mr. Hancock said that he had fought for equal pay for two years but at time last agreement was signed they had not been able to get it. He said that this company was particularly nasty to deal with. He said the case before the W.L.B. now involved equal pay for women.
   Women interviewed did not know that this was being asked for.
   Mr. Edwards said that he insisted on the same rates on the jobs to prevent the company from using women to break down wage scale. However, he said they did not get the merit increases as fast as the men.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Bucyrus-Erie Co.
2. Address 3210 Claremont Ave., Evansville, Ind
3. Product Steam shovels, road graders, rollers, bulldozers
4. How long since union had contract in this plant: May 18, 1933
5. Payment of dues: Checkoff # Steward ____ Other (specify) ____
6. How long women in this plant members of union: March 1943
7. Were women employed on production in this plant in normal times: No
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      No. men 5 No. women 0
   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____
   c. Shop steward: No. men 16 No. women 0
   d. Grievance committees: No. men ~~No separate committee from Barg. Com.~~ No. women ____
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R.						

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**
W.L.B. case involves equal pay. (starting rate & auto. progress)
Mr. Hancock said that he had been fighting with company for equal pay for two years but the women interviewed did not know anything about this.

Mrs. Ditterline said that her rate of pay is 62½¢ per hour and that of the man on the 2nd shift on the same machine doing the same work is 72½¢ She said he did the same work that she did.
Other women said that many or most of jobs were heavy and women could not perform them.
Mr. Edwards said that the top rate women are receiving is 69¢ and average is 66¢

b. **Training and upgrading opportunities:**

Mr. Edwards said that he had no criticism of the company in this matter.
Mrs. LeMaire said that the men took the best jobs for themselves. She said that the men said that they would not work on the machine she is on. It is old and hard to operate.
Mrs. Ditterline said that her work had been praised but that when a new machine had been brought in it was given to a man who had less seniority than she did. She has asked for an increase in her rate but had always been refused on grounds that she was out too much.(She has been out sick twice and stays out a half day now and then to go to bank and do business.

c. **Seniority rights:** She works 9 hours a day and for six days a week. The shop operates 7 days a week but she refuses to work on Sundays as she is not able to do it & keep house.

Mr. Edwards said that seniority rights were the same for men and women.

d. **Special activities in regard to community services:**
None

10. **Attitude of local union officials interviewed toward special problems of women: (Give source).**

a. **Continued employment:**

(See p. 2)

b. **Equal pay**

(See p. 2)

c. **Other**

Mr. Edwards seems to have the attitude that women have to take more interest and at least take up their complaints. He says he has talked to some of them about things he knows he could get settled but some of them just won't complain.

Mrs. Simpson said that she and another woman were asked to operate three machines instead of one for the same pay and that the union had not prevented this. They quit but then went back and operated the 3 machines. She dropped out of union. (they took up complaint with union first)

11. **Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).** + also Mr. Simpson

All women interviewed said that the union had done nothing for them. They said that most of the people in the shop had dropped out. None of the women interviewed were paying dues now (Check-off is in dispute and before W.L.B. Mrs. LeMaire & Mrs. Ditterline said that the union called a strike and they were not told what it was about. They do not think the men in the union care whether the women's complaints are taken care of or not as they are satisfied with their own rates.

They said they did not go to meetings. Mrs. Ditterline had been more than others. Said she had been when she was only woman there.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No__#__

b. Men's jobs on which women are employed? Yes__#__ No_____

All jobs are men's jobs. Were no women in shop until March 1943.

c. Are inexperienced men and women generally started on same job?

Yes__#__ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No__#__

(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes__#__ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mr. Edwards said that the women were kept on lower ######## rates.
He said he could get increases for them but they don't want to complain. Increases given on merit and women don't get these increases very fast and won't complain about it. He said that many jobs were about the same but that there are many jobs too heavy for the women. 69¢ is highest rate women are getting & 66¢ is average
Women interviewed xxxxxxxx feel that men do not fight for women.
Women interviewed thought most of work was rather heavy for women to do.

Minimum for men is 72½¢

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide # If so, by sex Yes_____ No #
(3) occupation NO If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:
Women not given merit increases as fast as men.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3_____

a. Check shifts on which women are employed: 1st # 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No #
Explain:
Hired and trained on day shift. May be placed on night shift after training.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men No set time* Women 30"

b. Paid for: Men _____ Women _____

c. If sex differential, give reason
Mr. Edwards reported that they had no set time for lunch but did take the time. Women reported that they had 30"

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence # _____

(1) If yes, what is time limit? Not definite

(2) Are seniority rights retained? Yes # _____ No _____

(3) With pay? Yes (specify length) _____ No # _____

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # and premium pay [illegible]

b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No # _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Leonard Edwards

(2) Verified by reference to contract No

(3) Contract attached to schedule No-

b. Date contract expires Dec. 31, 1944

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership (In dispute. Was in contract but company gave notice wanted to eliminate)

(3) Other Exclusive Bargaining agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes____ No #

(1) If not, rates: Men 66¢ Women 55¢

b. Automatic progression policy: Yes # No____

(1) If such policy, same for women as for men: Yes # but differential maintained No____

If policies differ, explain:

Men begin at 66¢ and in 30 days go to 72½¢
Women " " 55¢ " " " " " " 62½¢

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes____ No #

(2) By equal pay clause: Yes # No____

(3) By rate of job regardless of sex: Yes____ No #

d. Does contract openly discriminate against women: Yes # No____

If so, explain:

In starting rate and automatic progression

e. ## Mention of women in contract: Yes # No____ Explain:

Equal pay clause

3. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide # If so, by sex Yes_____ No #
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

For one year's service entitled to 8 hours with pay
" ten " " " " 80 " " "

F. War Labor Board Case

1. Title of case Bucyrus-Erie Co. and I.A.M.-A.F. of L., Local 1231 Regional number 111-6419-D

2. Status of case:

a. Pending before: Regional Board _____, National Board #_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

On D.c. 31, 1943:

Company gave union notice of desire to eliminate check-off of dues and maintenance of membership.

Union at same time gave notice of its request for closed shop, check-off of union dues, elimination of incentive, and equal pay in starting rate and automatic progression for women.

When negotiations broke down the company disputed union majority in plant

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

57,

1. Agreement

57

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bahwell Date 4/44
Plant involved Farm Tools Inc.
Vulcan Plow Division

Name, title, address of persons interviewed Agreement Attached
Mr. Alfred Huck, President, Moulder, 626 Ravenswood Dr., Evansville, Ind.

Miss Barbara Keel, union member, pushes trucks, Apt. C, 1648 E. Michigan St., Evansville, Ind

Miss Irene Poe, " " " " " " " " " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union Int. Automobile Workers of America Affiliation A.F.ofL

2. Local No. 650 Address 6 N. W. First St., Evansville, Ind.

3. How long local organized? 1940

4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #

5. How long women members? April 1944

6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Farm Tools, Inc. Vulcan Plow Division	165	15	165	15

8. Union cost to worker:

	Men	Women
a. Initiation fees	$6.00	$6.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	None	None

9. **Women's local union activities:** Women just began work in shop this week so not in union long enough to be active

   a. **Union committees on which women serve:**

   b. **List other committees:**

   c. **Local union offices held by women:**

   d. **Attendance at union meetings:**

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

    Mr. Huck said that he intended to try to have women on all committees. He said that the ~~xxxix~~ Constitution of their International requires that where Negroes or women are employed in plant they shall be represented on Bargaining Committee so he hopes to have at least one woman on this committee.

11. **Attitude of local union officials interviewed toward:**

    a. **Continued employment of women:**

    Mr. Huck said that he saw no reason why women would not remain in the shop after the war- that they would have enough seniority he thought.

    b. **Equal pay**

    Mr. Huck said that all men on Bargaining Committee agreed that they should hold to the same pay for women as for men on all jobs.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Farm Tools, Inc., Vulcan Plow Division

2. Address 401 N. W. 1st. Sty, Evansville, Ind.

3. Product Farm machinery

4. How long since union had contract in this plant: 1940

5. Payment of dues: Checkoff _____ Steward # Other (specify) Collect at union office

6. How long women in this plant members of union: April 1944

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No _____
No. men 5 No. women 0

b. Labor management committees: Yes _____ No #
No. men _____ No. women _____

c. Shop steward: No. men 7 No. women 0

d. Grievance committees: No. men _____ No. women _____
No separate Committee
If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N.R.						

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**
Union demanded that women be paid same rates as men on all jobs.

b. **Training and upgrading opportunities:**
Not in shop long enough

c. **Seniority rights:**
Same for men and women

d. **Special activities in regard to community services:**
None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

Mr. Huck seemed interested in trying to get women to be active as they come into shop.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed said they had joined union and paid dues. Said they did not know where meetings were held and were not given anything (when asked if they had seen contract). They do not yet know anything about the union. They said they were pushing rather heavy trucks around and that they lifted grinders which were very heavy. They did not complain- said they liked the work.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #_____

b. Men's jobs on which women are employed? Yes #_____ No_____
All are men's jobs as no women in shop before

c. Are inexperienced men and women generally started on same job?
Yes #_____ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #_____
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #_____ No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Not in shop long enough to judge whether company will tend to do this or not.

5. Seniority:

a. Are seniority lists maintained:

(1) by department 1st If so, by sex Yes_____ No #
(2) plant wide 2nd. If so, by sex Yes_____ No #
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary and/or regular workers No If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____ Women not in shop long enough to judge
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2_____ 3_____

a. Check shifts on which women are employed: 1st # 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men No definite tim Women 50"

b. Paid for: Men No Women No

c. If sex differential, give reason

Men "take time for lunch" are on piece/ work.
Women still on hourly rates

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence #

(1) If yes, what is time limit? Not definite

(2) Are seniority rights retained? Yes # No _____

(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) _____

b. Piece # _____

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Alfred Huck

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires May 17, 1944

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive representation for all production employees

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No #

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No #

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: Yes_____ No #

(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #

If so, explain:

e. No Mention of women in contract: Yes_____ No #_____ Explain:

3. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes _____ No #
(2) plant wide # If so, by sex Yes _____ No #
(3) occupation No If so, by sex Yes _____ No _____
(4) temporary and/or regular workers No If so, by sex Yes _____ No _____

If by sex, explain:

b. Are women discrimimated against in any of the following provisions:

(1) promotion Yes _____ No #
(2) lay-off Yes _____ No #
(3) rehiring Yes _____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No _____

(1) Maximum length Not stated
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes _____ No #
If yes, state provisions.

F. War Labor Board Case

1. Title of case Farm Tools, Inc., Vulcan Plow Division, and U.A.W. # 650, A.F. of L. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board # , National Board

b. Settled by: Regional Board (date) , National Board (date)

3. Type of case: Voluntary N.R. Dispute N.R.

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Increase of 5¢ per hour in bonus

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

58.

1. Comments
2. Agreement

58

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent O'CONNOR Date 5/44

Plant involved CURTIS-WRIGHT CORP. PROPELLER DIV. INDIANAPOLIS-IND

Name, title, address of persons interviewed Agreement Attached

PAUL E. WISE-PRESIDENT-2848 N. CAPITOL-INDIANAPOLIS-IND

EDWARD SWANNIE-GRAND LODGE-REP. 49½ S. DELAWARE " "

WILLIAM J. LAYTON-BUS. REP. DISTRICT LODGE #90 " " "

DAVID NELSON " " " " " " "

MISS DOROTHY DAVIS-LABOR-MANG-COMM-FORMER STEWARD 2531 N CENTRAL " "

MRS. FLORENCE ALDERS-REC. SEC. 1137 LAUREL INDIANAPOLIS- IND

RUBY FETZER STEWARD 3323 W. MICHIGAN " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union INT. ASSOCIATION-OF MACHINISTS- DISTRICT #90 AND Affiliation A.F.L.
2. Local No. 969 Address 49½ S. DELAWARE-INDIANAPOLIS-IND
3. How long local organized? 3 YEARS-1941-
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 2 YEARS-1942
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
CURTIS-WRIGHT CORP-PROPELLER DIV.	2000	1000	1500	750

8. Union cost to worker:

	Men	Women
a. Initiation fees	5.00	5.00
b. Dues (specify period covered)	MO-1.45 PRODUCTION	1.45 PROD
c. Fines (" what for) NO	MO-2.00 SKILLED	2.00 SKILLED
d. Other		

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 2 WOMEN
SICK- 2 "

b. List other committees: SUBJECT TO APPROVAL BY-LOCAL
PRESIDENT- APPOINTS- COMMITTEES, FROM TIME TO TIME, WOMEN ARE REPRESENTED.
NO STANDING-COMM IN THE LOCAL

c. Local union offices held by women:
REC. SEC.
2 ON- EX. BD.

d. Attendance at union meetings:
NEITHER MEN OR WOMEN ATTEND VERY GOOD.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
DOROTHY DAVIS STATED NO SPECIAL PROGRAM FOR WOMEN SHE SAID LOCAL PUTS UP $5.00 TO BE DISTRIBUTED BY LOT AT UNION MEETINGS. IF A NUMBER IS DRAWN AND MEMBER NOT PRESENT LOCAL ADDS ANOTHER $5.00 EACH MEETING UNTIL A MEMBER IS PRESENT WHOSE NUMBER IS DRAWN. SOMETIMES- A $25.00 BOND IS DISTRIBUTED IN SAME WAY. (TO STIMULATE UNION ATTENDANCE)
W.J.LAYTON-SAID NO SPECIAL PROGRAM FOR EITHER MEN AND WOMEN

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
EDWARD SWANNIE STATED WOMEN WILL CERTAINLY WORK AFTER THE WAR. HE HAD A GOOD, FAIR, ATTITUDE.
W. S. LAYTON, SAID, IN THIS LOCAL- SENIORITY WILL PREVAIL
D. NELSON, SENIORITY- WILL BE THE GUIDING FACTOR
P.E. WISE- ATTITUDE WAS GOOD, HE ADDED, THAT AFTER THE WAR, IF WOMEN HAVE SUPPORT THEY SHOULD NOT WORK.

b. Equal pay
THE ABOVE ALL WERE FOR EQUAL PAY FOR WOMEN AS A MATTER OF FAIRNESS, AND PROTECTING MENS RATES

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant CURTIS-WRIGHT-CORP. PROPELLER DIVISION
2. Address 1231 W. MORRIS - INDIANAPOLIS - INDIANA.
3. Product AIR-PLANE PROPELLERS -
4. How long since union had contract in this plant: 3 YEARS - 1941
5. Payment of dues: Checkoff ✓ Steward _____ Other (specify) MEMBERS CAN PAY AT OFFICE
6. How long women in this plant members of union: 2 YEARS - 1942
7. Were women employed on production in this plant in normal times: NO
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes _____ No _____
   2 WOMEN HAVE SERVED. NO STANDING No. men _____ No. women _____
   CONTRACT-COMM. THEY ARE APPOINTED PRIOR TO NEGOTIATING A CONTRACT. GRIEVENCE & BARGAINING COMM-IS THE SAME
   b. Labor management committees: Yes ✓ No _____
   No. men 4 No. women 2
   c. Shop steward: No. men 40 No. women 14
   d. Grievance committees: No. men 5 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
C. IS SET UP ON DEPT. BASIS. D. IS PLANT WIDE. UNABLE TO GET INFORMATION						

e. Other union committees in plant; their functions; and state if women are members: _____

TRANSPORTATION - NO WOMEN ON COMM

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

No 9 is the same as on page 2 No 10. Except (give source Such) as A.B.C. Frankly I do not undustand it.

b. Training and upgrading opportunities:

c. Seniority rights:

d. Special activities in regard to community services:

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2. 11. A.

b. Equal pay

SEE PAGE 2 - 11. B.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Dorothy Davis stated there is no definite or special program for women. She felt the union had done a good job on equal pay, seniority, and especially the vacation plan.

Ruby Fetzer said, when the president appoints any committee, half of them are women, and they serve very well together. She is satisfied with the present set up, but would like to see the women take more interest in the union.

Florence Alders stated, the union has done very well by the women, but improvements can be made here and there. All three women said women were on the job in the plant but lax in local meeting attendance.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No ✓ EVERY JOB IN PLANT IS CODED AND FALLS INTO LABOR GRADES- SEE INSIDE BACK PAGE

b. Men's jobs on which women are employed? Yes_____ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

ALL HAVE SAME BEGINNING RATE.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes ✓ No_____
(2) For "men's" jobs on which women are employed? Yes — No —

ALL JOBS ARE GRADED

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes — No —

b. By bargaining? Yes — No —

ALL JOBS ARE GRADED. COMPARABILITY IS NOT AN ISSUE.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Dorothy Davis stated women are on all jobs, that they are physically able to perform. Sex prejudice has given way to production. Seniority prevails. She said women are not kept at lower paid jobs longer, unless they wish to stay "Put."
W. J. Layton stated the jobs are there, the training is there and upgrading is definitely by seniority.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes ____ No ✓
(2) plant wide ✓ If so, by sex Yes ____ No ✓
(3) occupation ✓ If so, by sex Yes ____ No ✓
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain: Temporary wkrs, have no seniority and regular workers are included in 1-2-3

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ____ No ✓
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No —
Explain:
2-3 Shifts must have enough of experienced help to operate, consequently employees with seniority do work those shifts, gradually they can transfer seniority would govern. Sometimes new help is hired for day shift, if no one on night shift wants to transfer for that particular job.

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women NO
b. If so, are they paid for: Men ____ Women ____
c. If deducted:
(1) By hourly rate differential: Men ____ Women ____
(2) By deduction for amount of time involved: Men ____ Women ____

8. Lunch periods:
   a. Length of lunch period: Men 20 MIN- Women 20 MIN
   b. Paid for: Men YES Women YES
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy?
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence ✓
      (1) If yes, what is time limit? 9 MONTHS-IN SOME INSTANCES-HAS BEEN EXTENED
      (2) Are seniority rights retained? Yes ✓ & Accumulated No _____
      (3) With pay? Yes (specify length) _____ No _____
      ? (If they then belong to the insurance plan & pay into it, union has nothing to do with that

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ AND - INCENTIVE
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No ✓

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires MARCH-18-1945 AUTOMATICALLY-RENEWD FROM-YEAR TO YEAR. 30 DAY-WRITTEN-NOTICE OF TERMINATION CONTRACT- PAGE 29- ARTCL-17.

c. Kind of contract: (Check)
(1) Closed shop
(2) Maintenance of membership ✓ VOLUNTARY-PAY ROLL-DEDUCTIONS.
(3) Other CONTRACT- PAGE 23-ARCT-14.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ No _____ CONTRACT- INSIDE OF BACK COVER
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes ✓ No _____
If policies differ, explain:
CONTRACT- INSIDE OF BACK COVER

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes ✓ No _____
CONTRACT- INSIDE OF BACK COVER.

d. Does contract openly discriminate against women: Yes _____ No ✓
If so, explain:

e. No mention of women in contract: Yes _____ No ✓ Explain:
The term employees is used all the way thru the contract.

3. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes ____ No ✓
(2) plant wide ✓ If so, by sex Yes ____ No ✓
(3) occupation ✓ If so, by sex Yes ____ No ✓
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ✓

If by sex, explain:
CONTRACT- PAGE 9. ARTC-5-(B)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ____ No ✓
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:
CONTRACT- PAGE 10- PARAGRAPH (D). "NO NEW EMPLOYEES SHALL BE HIRED TO PERFORM ANY WORK WHICH LAID OFF EMPLOYEES WITH SENIORITY-STATUS ARE CAPABLE OF PERFORMING, AND WILLING TO PERFORM."

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period: YES

(1) No provision ____
(2) Length of lunch period: Men NOT-STATED Women NOT-STATED
(3) Paid for: Men — Women —
CONTRACT- PAGE 5- PARAGRAPH (B)

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No ____ (CONTRACT- PAGE 19- ARTC-9.

(1) Maximum length SIX- MONTHS - " " 20- TOP OF PAGE
(2) Length of service necessary to get maximum NOT-STATED

d. Does contract provide for paid vacations: Yes ✓ No ____
If yes, state provisions.

6 MONTHS BUT LESS THAN 8 MONTHS - 2 DAYS
8 " " " " 10 " — 3 "
10 " " " " 12 " — 4 "
1 YEAR OR OVER — 5 "
2 " " " — 6 "
3 " " " — 7 "
4 " " " — 8 " (2 WEEKS, 80 HRS)
5 " " " — 9 "
6 " " " — 10 "

CONTRACT- PAGE- 18-19- ARTC- 8.

F. War Labor Board Case

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

The union had a ruling sometime in 1942 and received a general increase, and back pay.

Another case and ruling Sometime in 1943 on job evaluation.

They are now asking for .16¢ hr a general increase in wages, the case has not been certified as yet. Also asking for attendance bonus.

At no time have they had a case on equal pay before the board; Mr Layton stated union had equal pay, thru job evaluation.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

RULING IN EFFECT

8. How did women workers benefit from case?

IN 1942 - GENERAL INCREASE AND BACK PAY
IN 1943 - RULING ON JOB EVALUATION.

Curtis Wright Corp - Indianapolis, Ind. & LOCAL 769 I. A. M.

P. E. WISE. PRES. Stated the grievance Comm. & shop Stewards are selected by the Ex. Bd. Co. and union have mutually agreed that no women should work after 4 mo. of pregnancy, however they do not insist she leave. Co. asked union for some plan to stop absenteeism. Union suggested if Employee works 40 hrs a week they be given 1 hr ex pay per day. Co. agreed; refured to W. L. B.

RUBY FETZER-STEWARD. She worked at plant 2 yrs, said no women have worked up to Grade 1. a few in Grade 2, the higher hr rate brackets. A large majority are in Grade

Grade 6- providing a maximum rate of 97¢ P.H.
" 7- " " " " " " 90 "
" 8 " " " " " " 84 "

however all employees can progress as provided in contract Page 13 - paragraph G. H.

FLORENCE-ALDERS. REC. SEC. & STEWARD. Stated, there are more men in her dept. and she takes up mens grievances as well as womens. there are men & women in all dept, so that every women steward have men in their respective dept. She said the union appoints stewards, according to qualifications, not sex, both men & women must prove their worth to qualify. men accept women stewards. get along fine.

DOROTHY DAVIS. LABOR-HANG-COMM. FORMER-STEWARD. A very, very, fine young women "personality plus", all whom I visited spoke highly of her. She ~~instructs~~ on various jobs. Prior to working at plant, she was very much against unions, admitting she had beleived the newspapers. Upon employment at the plant she realized the necessity of a union and has become an active staunch union member. A large majority of the women dont take the union seriously she said, lax in attending meetings, (men the same). When things run smooth

2/

DAVIS

CURTIS-WRIGHT-CORP. + LOCAL 769-I.A.M. INDIANAPOLIS

in the plant, no need to attend meetings they say. She feels the women have an inferior complex, and think that the men can do things much better, both in plant, and in union. Davis thinks very much different, she feels she can do what men have accomplished, has proven it by being in Grade 2 bracket with the highest rate plus bonus. Women are being upgraded if ambitious can work up to Grade 2 - with bonus sometimes 28%.

Prior to Jan 44. the stewards were elected, + had 154 Stewards, now they are appointed, and have 54. the plant was zoned to accomplish this. The incentive rate varies Inspection rate is 10%. on production lines vary from 10% up to 28%. Every job is timed in conjunction with union representative, as to what an average worker can do in 450 minutes per ~~week~~ day. Any production over that stipulation, is considered bonus, they are pooled in some instances on a dept. basis, others on a floor basis.

Colored people are employed, but the union do not accept them into membership. She spoke of a colored man fighting with the foremen, (but agreed white men fight too) She was prejudiced against the colored, (which reflects the Int. Mach. Union position of the colored Wrks). and feared race riots when the war is over.

60

50
40
30

59.

1. Comments
2. Agreement
3. Order of Approval
4. Report on Recommendation Wage and Salary Adjustment Application

59 ✓

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent O'Connor Date 5/44

Plant involved MOULDINGS-INC.

Agreement Attached

Name, title, address of persons interviewed

CLYDE-PRUITT-PRESIDENT- 3450 GARDEN-ST- INDIANAPOLIS-IND
CHAIRMAN-ENTERTAINMENT-COMM.
MRS PHYLLIS-POWER-SAFETY-COMM. 2907 E. MICHIGAN-ST. " "
MRS-GRACIE-IRVINE- EXAMINS-NEW-APPLICATIONS 3915 GRACELAND " "
MRS LILLIAN-FOSTER-REC.SEC. DELEGATE-DISTRICT-LODGE. 1016 S. BELMONT. " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A.F.L.
2. Local No. 1449 Address 49½ S. DELAWARE-INDIANAPOLIS-IND
3. How long local organized? 5½ YEARS- OCTOBER-1938
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 5½ YEARS- OCTOBER- 1938
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
MOULDINGS-INC.	250	250	230	230

8. Union cost to worker:

	Men	Women
a. Initiation fees	$6.00	$6.00
b. Dues (specify period covered)	1.25 Mo.	1.25 Mo.
c. Fines (" what for)	NO	NO
d. Other		

REINSTATEMENT-FEE-IF YOU LET YOURSELF-BE SUSPENED-$10.00

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 2-A.WOMEN IS CHAIRMAN
SICK-COMM 2
INTERVIEW NEW
APPLICANTS- 1

b. List other committees:
ARE APPOINTED FROM TIME TO TIME. WOMEN ARE REPRESENTED.

c. Local union offices held by women:
REC. SEC.) ARE MEMBERS OF EX. BD. BY VIRTUE OF THEIR
TREAS. } OFFICE.
1-DELEGATE-TO-DISTRICT-LODGE. SHE-IS-ON-EX.BD. OF DIST. LODGE.

d. Attendance at union meetings:
NOT VERY GOOD. WOMEN ATTEND A LITTLE BETTER THAN MEN. PLANT-WORKS-6 DAYS-A WEEK. LOCAL MEETS ON SUNDAYS. DIFFICULT-FOR EITHER TO ATTEND-MEETINGS.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
CLYDE PRUITT - NO PROGRAM.
LILLIAN-FOSTER- IF-UNION-RUNS ANYTHING SPECIAL. WOMEN ARE ON THE JOB. BUT-THERE IS NO SPECIAL PROGRAM FOR EITHER MEN OR WOMEN.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:
CLYDE PRUITT, STATED WOMEN HAVE ALWAYS WORKED IN THE PLANT. AND ALWAYS WILL.

b. Equal pay
CLYDE PRUITT- WOMEN WON EQUAL PAY-IN-1943. PRIOR TO THAT. THE MEN WERE NOT SO FAVORABLE-TOWARD EQUAL PAY. HE FAVORS EQUAL PAY.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant MOULDINGS-INCORPORATED

2. Address 741 E. MARKET ST - INDIANAPOLIS - INDIANA

3. Product AIRCRAFT PARTS AND SHAPES -

4. How long since union had contract in this plant: 5½ YEARS - OCTOBER-1938

5. Payment of dues: Checkoff_____ Steward_____ Other (specify) AT UNION HALL OR BY MAIL.

6. How long women in this plant members of union: 5½ YEARS - OCTOBER - 1938

7. Were women employed on production in this plant in normal times: YES

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes ✓ No_____

No. men_____ No. women_____

THE GRIEVANC-COMM. SERVE-ON-CONTRACT-OR BARGAINING-COMM.

b. Labor management committees: Yes_____ No ✓

No. men_____ No. women_____

c. Shop steward: No. men 0 No. women 0

d. Grievance committees: No. men 3 No. women 1

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: - GRIEVANCE-COMM. IS PLANT WIDE.

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
—						

e. Other union committees in plant; their functions; and state if women are members:

SAFETY-COMM. WOMEN COMPOSE HALF OF COMM. OF THE UNION.
CHANGE-COMM. EACH MONTH. GIVING OPPORTUNITIES, FOR MORE MEMBERS TO SERVE. (VERY-EDUCATIONAL)

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: SEE PAGE 2 - 10.

The answer, I only can say. Equal pay, is the result of union activity, which the women fought for & secured in 1943. at present in contract.

b. Training and upgrading opportunities:

c. Seniority rights: SEE - A. ABOVE. IN - CONTRACT.

d. Special activities in regard to community services:

UNION - CO-OPERATES - WITH - RED CROSS - DRIVE - WOMEN ON COMM.
" " " COMMUNITY - FUND " " " "
" " " CLOTHE-THE-CHILD " ALL WOMEN-ON-COMM.

a local newspaper each Xmas puts on a drive called "Clothe the Child". They furnish names of children, this local union clothes a certain number of children. thru personal contributions, collecting pennies at each meeting for this fund.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
Clyde Pruitt president, stated, women have always worked in this plant, and will continue. Seniority prevailing.

b. Equal pay
Clyde Pruitt
Gracie Irvine
Lillian Foster
Phyllis Power
pres. accepts the equal pay program said. the women after several years in the plant began agitating for equal pay, and same entrance rate. The men were not for it particularly, but the women won out.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Lillian Foster; said after the women won the equal pay program, the men accept the women now on an equal footing.

Gracie Irvine feels the women have seniority, vacations, Equal pay- etc. and is an adequate program

Phyllis Power Stated, their is no special program for women, whatever benefits the men derive from the union, the women share the same benefits.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No✓

b. Men's jobs on which women are employed? Yes✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes✓ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No✓
(2) For "men's" jobs on which women are employed? Yes____ No✓

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes✓ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Gracie Irvine stated, most of the work is on same level, and there are not so many jobs to upgrade to.

Lillian Foster said, now that women have equal pay, women interchange jobs with the men, and are sent all over the plant.

Clyde Pruitt stated, seniority prevails in upgrading.

Phyllis Powers, expressed the opinion that some jobs are not suitable; women have been tried on them, and were unable to handle it. Some men too are not suitable for certain heavy jobs

5. Seniority:

a. Are seniority lists maintained:

(1) by department ____ If so, by sex Yes____ No____
(2) plant wide ✓ If so, by sex Yes____ No ✓
(3) occupation ____ If so, by sex Yes____ No____
(4) temporary and/or regular workers — If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No ✓
(2) lay-off Yes____ No ✓
(3) rehiring Yes____ No ✓

If yes, explain:

ONE SMALL DEPT. WORK 3 SHIFTS. ✓

6. Placement on shifts: Number of shifts plant operates: 1____ 2 ✓ 3____

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd____

b. Does placement depend on seniority: Yes____ No____
Explain: Generally speaking yes. But employees with long seniority are on night shift, because the need of experienced people to run the shift. If openings on day shift, and no request for transfer from night shift, new employees may go on day shift.

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women NO
b. If so, are they paid for: Men____ Women____
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN. Women 30 MIN.
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason
   ONE DEPT- WORKS- 3 SHIFTS.
   The lunch period on 3rd shift is paid for.

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence ✓ ← Each case is taken up seperately, with no definite time limit.
   (1) If yes, what is time limit? _____ ← & accumilated.
   (2) Are seniority rights retained? Yes ✓ No _____
   (3) With pay? Yes (specify length) ✓ No _____
   A former president, was instrumental in having Co. adopt the insurance policy, without cost to employees. ← Providing for sick, death, Hospitilzation benefits.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ all workers receive per centage of profits each month. & prefured Stock each Christmas. NO PIECE WORK IN PLANT.
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes _____ No ✓

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires JULY 1- 1944- CONTRACT-PAGE 8-1st Paragraph

c. Kind of contract: (Check)
(1) Closed shop ✓ CONTRACT-PAGE 1- 1. union shop-
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ No _____ CONTRACT-PAGE 6-9.
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes ✓ No _____
If policies differ, explain: CONTRACT-PAGE 6-9-10-11-12-13-
(NOTE-NO-14) Contract-Page 6. NOTE-THAT THE WOMEN RECEIVED 5¢ hr INCREASE, AND THE WOMEN 10¢ hr. IN ORDER TO EQUALIZE THE RATE.

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes ✓ No _____

d. Does contract openly discriminate against women: Yes _____ No ✓
If so, explain:

e. No mention of women in contract: Yes _____ No ✓ Explain:
No mention of women in Contract. The only reference to male & female is on page 8. paragraph 14. SEE. UNDER. B. above

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires JULY 1- 1944- CONTRACT-PAGE 8-1st Paragraph

c. Kind of contract: (Check)
(1) Closed shop ✓ CONTRACT-PAGE 1- 1. union shop-
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ No _____ CONTRACT-PAGE 6-9.
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes ✓ No _____
If policies differ, explain: CONTRACT-PAGE 6-9-10-11-12-13-
(NOTE-NO-14) Contract-Page 6. NOTE-THAT THE WOMEN RECEIVED 5¢ hr INCREASE, AND THE WOMEN 10¢ hr. IN ORDER TO EQUALIZE THE RATE.

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes ✓ No _____

d. Does contract openly discriminate against women: Yes _____ No ✓
If so, explain:

e. No mention of women in contract: Yes _____ No ✓ Explain:
No mention of women in contract. The only reference to male & female is on page 8. paragraph 14. SEE. UNDER. B. above

3. Seniority:

a. Are seniority lists maintained:

(1) by department ____✓____ If so, by sex Yes____ No____
(2) plant wide ____✓____ If so, by sex Yes____ No ✓
(3) occupation ____✓____ If so, by sex Yes____ No____
(4) temporary and/or regular workers ____ If so, by sex Yes____ No____

If by sex, explain:
SENIORITY-IN CONTRACT- PAGE 4- Paragraph 5-6

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No____ NO MENTION OF PROMOTION IN CONTRACT.
(2) lay-off Yes____ No ✓ } CONTRACT-PAGE 4-
(3) rehiring Yes____ No ✓ } PARAGRAPH-6.

If yes, explain:

NO MENTION OF WOMEN IN CONTRACT-

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men____ Women____
(3) Paid for: Men____ Women____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No____ CONTRACT-PAGE 7-BOTTOM OF PAGE-RED UNDERLINED.

(1) Maximum length NOT STATED
(2) Length of service necessary to get maximum NOT STATED

d. Does contract provide for paid vacations: Yes ✓ No____
If yes, state provisions.

400 Hours but less than 600 — 1 day
600 " " " " 1000 — 2 "
1000 " " " " 1400 — 3 "
1400 " " " " 1700 — 4 "
1700 " and Over 5 "

CONTRACT-PAGE 5. PARAGRAPH 8.

F. War Labor Board Case

CASE NO-643,325

1. Title of case MOULDINGS-INCORPORATEN-INDIANAPOLIS-IND Regional number 6

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) AUG 17, 1943, National Board (date) _____

3. Type of case: Voluntary ✓ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

EQUAL-STARTING-RATE.
ELIMINATION OF INTRAPLANT INEQUITIES IN THE HOURLY RATES OF MALE AND FEMALE EMPLOYEES. BY- 5¢HR-INCREASE FOR MALE. 10¢HR INCREASE FOR FEMALE
A GENERAL 5¢HR INCREASE TO EMPLOYEES ABOVE THE PROPOSED MINIMUM.
SHORTENING LENGHT OF SERVICE SCHEDULE.
UNION-AGREED-WITH-CO-TO THE ABOVE.

5. W.L.B. Ruling:

ORDER THE APPROVAL OF ABOVE ISSUES. AND 5¢ PERHR ADDITIONAL TO EMPLOYEES ON-2ND AND 3RD SHIFT.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect (IN EFFCT-) JULY 1, 1943

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

RULING IS IN EFFECT.

8. How did women workers benefit from case?

SEE ISSUES - PAGE 11-F.4.

MOULDINGS- INC- & I.A.M. LOCAL-1449. INDIANAPOLIS IND.

Lillian Foster was a very fine and understanding woman. At 14 yrs of age (She lied about her age to employer) she worked in a machine shop, and had a "yen" for machines, eagerly watched the operators work. A lathe operator was absent, & foreman asked her if she wanted to try it. Sure she said, and that was her entry in the trade. She has taken an army & navy test has her certificate as an acatylene Welder, with a mens welders rate.

Gracie Irvine an old time worker in machine shop, began with the Co. very co-operative; stated generally speaking women take as active part in the union as the men. She said, there was no colored help not even a janitor. She had seen colored people write out applications, but so far they have not been employed. Government had told the Co to hire colored, but Co. said they could not hire them, because the union would not except them into membership, (according to her statement).

Phyllis Power worked at plant 5 yrs. she was very helpful. She said Co. began paying monthly dividends about 4 years ago. Co is very co-operative in all matters.

Clyde Pruitt stated a few salesmen (who also had worked in the plant) pooled their money & started a new Co. many of the old workers, went with them, and helped build up their business The new Co. is grateful for this help, and want to share their profits with them, hence the monthly dividend on profits, not on their wages. Last month the employees received 25% of the monthly profit. This dividend varies from 5% lowest to 27% high. Each Xmas Employees receive shares of preferred stock "To boot." The women interviewed also spoke of the dividends & the stock. indirectly it is an incentive plan.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of 300 Employees 300 " Affected August 17, 1943.

MOULDINGS INCORPORATED
(Indianapolis, Indiana)

and

I. A. of M.
LOCAL #1449

Case No. 6-13,325

Mfg. Aircraft parts and Shapes 100% War work.

Joint application for increase

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the wage adjustment submitted in application of the company dated June 18, 1943.

This Order shall be effective as of July 1, 1943, except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increases approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/Horace M. Gray	s/Bertram J. Cahn	s/Joseph J. Kehoe
s/Lewis Long	s/Samuel P. Carson	s/Samuel Levin

John W. Thomas Bus Local 1449
49½ S. Delaware St. Indianapolis-Ind
he signed the joint application

CONTRACT. in files

PAGE. 6 - July 1-1942 - a signed agreement. On June 21-1943 signed agreemt shall become effective as of date signed. remain in force until July 1-1944. and thereafter, until changed. 30 day notification clause revise or modify.

PAGE 1-(1.) Co shall employ only members of the union of such other persons of its selections. within 30 days after their employment make application to join the union. such employees if qualified will be admitted to membership. in the union. Otherwise such employee will not be retained in the service of the Employer Agreemt do not cover, Metal Polishers, Buffers, helpers, tool & die makers, clerical Employees. draftsmen & foremen.

Hours.

3 shift basis. 7½ hrs day. excluding lunch period
1-2 Shift basis 8 hrs day excluding lunch period
Over time for the war duration. Time & half for first two hrs overtime all over two hrs. double time. On Saturdays time worked after 8 hrs, shall be double time. Sun. Holidays double time. 4 hrs maximum work on Sun Holidays.

Seniority

Seniority after 90 days. of work.

PAGE 3-(8.)- Vacations.

400 hrs	but less than	600 hrs -	1 day
600 "	" "	1000 "	2 "
1000 "	" "	1400 "	3 "
1400 "	" "	1700 "	4 "
1700 "	and over "		5 "

PAGE 5-F. Leave of Absence.
Leaves of absence will be handled with the same procedure as grievances.

PAGE 5-(14)

Any male employee whose rate is higher than the minimum rate established herein, shall receive a 5¢ increase in his hourly rate. Any female employee covered by this agreement whose rate is higher than the minimum rate established herein shall receive 10¢ increase in her hourly rate of pay. The foregoing rates of pay have been established for all employees covered by this agreement, who are on the 1st shift. Employees covered by this agreement who are on the 2nd & 3rd shift shall receive an additional 5¢ pr hr.

The above paragraph is the only one mentioning male & female. otherwise contract refers to Employees.

Copied from contract in W.L.B. office.

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago, 6 Illinois
Region VI

REPORT ON RECOMMENDATION

WAGE AND SALARY ADJUSTMENT APPLICATION

Date	August 14, 1943
Case No.	13,325
Case Name and Location	Mouldings, Inc. Indianapolis, Indiana
Price Relief Sought	None
Type of Work or Product	Aircraft parts & Shapes (100% War Work)
Type of Application	Agreement between employer & union.
Name of Union	I. A. of M. Local #1449
Number Employed	270
Number of Employees Affected	270
Effective Date of Application	July 1, 1943

A. Proposed Wage Adjustment

Elimination of Intraplant Inequities in the hourly rates of male and female employees, a general increase of .05 per hour to employees above the proposed minimum, and a change in the length-of-service increase schedule. A comparison of the old and the new Union contracts, item by item, indicates these changes as follows:

Item number in Contracts	Present Length of time	Amount Male	Amount Female	Proposed Length of time	Amt. M & F
9	less than 90 days	.55	.50	less than 90 days	.60
10	3 to 9 months	.60	.55	3 to 6 months	.65
11	9 to 18 months	.70	.65	6 to 9 months	.70
12	after 18 months	.75	.70	9 to 12 months	.75
13	Employees above these rates to receive an increase of .05 per hour employees on 2nd and 3rd shifts are to receive an additional .05 per hour.			#14 any male employees whose rate is above the bargaining is to receive a .05 per hour increase, female employees .10 per hour. Employees on 2nd and 3rd shifts are to receive an additional .05 per hour.	

B. Background

The applicant states that "female employees are rapidly replacing male employees and are doing the same type and kind of work as the male employees."

C. Application of Stabilization Principles

1. Maladjustment Not applicable. The plant has been converted to War work since early 1942.

2. Substandards:

Not applicable. The lowest present starting rate is .50 per hour.

3. Intraplant Inequities:

One of the basis of this application is the correction of an Intraplant Inequity between male and female employees. The proposed adjustments indicate how this differential is to be equalized. A factor indicating approval for this part of the application is General Order #16.

4. Interplant Inequities:

The attached chart shows present ranges and earnings. A general increase of .05 per hour is proposed. Also, on this chart, certain comparative key stabilized rates are given.

On the basis of the attached chart, two important facts stand out. First: the key job apparently is that of the Punch Press Operator. The present rates for this job are .05 to .10 per hour below the stabilized rate. And second: since the established common labor rate for Indianapolis is .60 per hour, several of the lower-wage jobs are in line with or below this figure. Consequently a .05 per hour increase, particularly as regards lower-paid employees, will not be out of line in relation to this established Common Labor flat rate.

D. Summary and Findings of Fact

The new length of service schedule is in line with prevailing practices as far as the time periods are increased. The proposed starting rate is .60 per hour which conforms to the established Indianapolis Common Labor flat rate of .60 per hour. The .05 increase after 90 days is in line with customery training periods. Subsequent increases slightly accelerate the tempo of increases and equalizemale and female rates. Otherwise no wage increases are involved in this new schedule. These changes are in line with prevailing practices.

As to the .05 per hour increase to employees above the foregoing minimums, the following facts stand out. Present average straight-time hourly earnings can be raised .05 per hour without becoming out of line with stabilized rates. This is particularly true of the key job classification of Punch Press Operators, as well as other lower-wage classifications.

Also, if a .05 per hour increase is approved, the new rates will not be out of line, in general, with an established Common Labor rate of .60 per hour.

Also, a general increase amounting to .05 per hour, across the board, will retain present Intraplant differentials.

On the basis of the above, the new Union contract can be approved in full.

E. Recommendation

That the new Union Contract be approved in full.

Officer

E. B. McNatt
Wage Stabilization Director

By_____
Joseph Frank

Mouldings, Inc.
August 14, 1943

Job Classification	Number Affected	Number Employed	Present Range	Present Average Straight-Time Hourly Earnings	Stabilized Rates
Press set up-Apprentice	2	2	.60 - .75	.70	
Roll set up-Apprentice	12	12	.65 - .80	.72	
Assembler-small parts	24	23	.50 - .70	.58	.60 E. Common labor
Assembler-welding	6	6	.50 - .65	.58½	.60 E. Common labor
Burrer	2	0	.50 - .55	.52½	
Boxmaker	2	2	.75	.75	
Billing Clerk-packing	1	1	.75	.75	
Clerk, asst. shipping	1	1	.65	.65)	.63 - .75 T
Clerk, asst. receiving	2	2	.70 - .85	.78)	
Clerk, stock	1	1	.75	.75	
Cut-off saw operator	12	11	.55 - .70	.59½	
Elevator operator	2	2	.60 - .75	.67½	
Hand form operator	7	7	.60 - .85	.75	
Heat treater, asst.	4	4	.60 - .80	.70	
Heat treater, helper	2	2	.55	.55	
Heat treater,	2	2	.85 - .90	.86	
Inspector, asst.	2	2	.75	.75	.75 T
Inspector, helper	1	1	.50	.50	
Janitor	8	8	.55 - .75	.67	.60 T
Millwright	4	4	.75 - .80	.76	
Off-bearer	19	18	.55 - .75	.56½	
Packer-heavy	18	18	.55 - .75	.61)	.60 E Common labor
Packer-light	7	7	.50 - .70	.60½	
Punch press operator	56	46	.50 - .75	.58	.60 - .80 T
Receiving helper	1	1	.55	.55	
Hand form set-up man	1	1	1.00	1.00	
Punch press set-up man	10	10	.75 -1.15	.95	
Roll operator	8	8	.65 - .85	.75½	
Roll set-up man	14	13	.85 - 1.30	1.03	
Welding set-up	1	1	.85	.85	
Scrap packer	1	1	.60	.60	.60 E Common Labor
Stock handler	5	5	.55 - .60	.55½	
Supervisor-assembly	2	2	.75 - .85	.79½	
Supervisor-hand form	1	1	.90	.90	
Supervisor-millwright	1	1	.85	.85	
Supervisor-packing	1	1	.80	.80	
Supervisor-punch press	1	1	.95	.95	
Supervisor-roll set-up	2	2	.95 -1.00	.97½	
Supervisor-welding	1	1	.80	.80	.85 T
Tool crib attendant & Typist	2	2	.55 - .75	.65	
Truck Driver	1	1	.75	.75	.75 T
Welder-acetyline	4	4	.70 - .75	.75)	.80 T
Welder-spot	2	2	.75	.75)	

60.

1. Comments
2. Constitution of the International Brotherhood of Electrical Workers.

60

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A. OCONNOR Date 5-13-44
Plant involved R. C. A. RADIO CORP. OF AMERICA.

Name, title, address AND DEPARTMENT of persons interviewed

LOUIS E. CLARK - PRES. 2121 STATION - INDIANAPOLIS - IND.
FRED GAULER - FIN. SEC, EMPLOYED BY UNION. 230 E. OHIO ST. INDIANAPOLIS - IND
WAS - SHOP STEWARD - FOR 6 YEARS
MISS MARTHA TAYLOR - GRIEVANCE-COMM, TUBE-DEPT. 2416 E. MICHIGAN - " "
MISS DOROTHY EBERSOLE, EX. BD. MACHINE-DEPT - 12 N. RANDOLPH " "
MISS NAOMI WAGNER EX. BD. MATRIX DEPT - 3417 W. MARKET - " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union ELECTRICAL-WRKS- Affiliation A.F.L.
2. Local No. B. 1048 Address 230 E. OHIO - INDIANAPOLIS - IND
3. How long local organized? 7 YEARS - 1937
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 7 YEARS - 1937
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
R. C. A. RADIO-CORP. OF AMERICA (VICTOR-DIV.)	1575	2925	1330	2470

8. Union cost to worker:

	Men	Women
a. Initiation fees	$ 4.00	$ 3.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO.
c. Fines (" what for) NO -		
d. Other		

9. Women's local union activities:

a. Union committees on which women serve:
There are no union committees see below (B.)

b. List other committees:
No standing committees, the executive Board, handles most of the work. If Comm. necessary, Prisident appoints, Comm composed of 50% women.

c. Local union offices held by women:
Rec. Sec.
Rec. Sec. of the Ex. Bd.
Ex. Bd. 3 women (4 men) Total 7

d. Attendance at union meetings:
women attend as good as the men, many meetings women are in the majority,
Poor attendance of both, except if there is an issue.
The Ex. Bd. is always well attended, by the 3 women.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
L. E. Clark stated, no special program for women.
F. Gangler said no special program for either men or women.
Martha Taylor stated There is no other activities except routine local business.
D. Ebersole said, they work too many hours a week for any extra activity. (Lot of overtime)
N. Wagner stated no definite program for women.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
F. Gangler definitely stated women would continue. The tube Dept. have always been all women.
L. E. Clark Favorable to women working, but they must step out B mens work, after the war.

b. Equal pay
F. Gangler is for equal pay when women do mens work.
L. E. Clark said when women acquire the skill and are able to perform work, formerly done by men, absolutely equal pay.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant R.C.A. VICTOR-DIVISION OF RADIO CORP- OF AMERICA

2. Address 501 N. LA SALLE - INDIANAPOLIS- IND.

3. Product RADIO TUBES-+RADIO SOUND EQUIPMENT. (SIGNAL-CORE EQUIPMENT)

4. How long since union had contract in this plant: 7 YEARS - 1937

5. Payment of dues: Checkoff ____ Steward ✓ Other (specify) AT-THE-OFFICE

6. How long women in this plant members of union: 7 YEARS - 1937

7. Were women employed on production in this plant in normal times: YES

8. Women's union activities in this plant:

a. Contract or bargaining committee: Yes ____ No ____
This comm. is appointed by the president, prior to negotiating a new contract. Half of Comm. are women, Half are men, after contract is signed comm. is dismissed.
No. men ____ No. women ____

b. Labor management committees: Yes ✓ No ____
No. men 4 No. women 3

c. Shop steward: No. men 39 No. women 73

d. Grievance committees: No. men 4 No. women 1

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
C. IS set up by Dept.						
D. IS plant wide	—	—	—	—		

NO INFORMATION

e. Other union committees in plant; their functions; and state if women are members: _____

NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

To me the union is not doing anything to increase womens interest.

SEE PAGE 2 - 10.

The question of give source, such as

A.
B.
C.

somehow, I just dont understand. Im answering the best I can. Seems to me No 9. is a duplication

b. Training and upgrading opportunities:

The union is not allowing any training or upgrading are if men available.

c. Seniority rights:

The union do not have any program for increasing womes participatin in seniority rights. Seniority is by sex.

d. Special activities in regard to community services:

any special drives such as Red Cross, Community Fund "Clothe the Child at Xmas time". The Stewards handle the collecting of funds.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2 - 11. A.

b. Equal pay

SEE PAGE 2 - 11. B.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Martha Taylor said the men have been swell to the women. In 1943 they did not ask for an increase for themselves, only for the women, which was granted by the W.L.B. of 5¢ hour for women.

Naomi Wagner. Feels they have a good contract, and was well satisfied.

Dorothy Ebersole. Said when things come up in the local union, pertaining to women, the men always try and help them.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No ✓
(2) For "men's" jobs on which women are employed? Yes_____ No ✓

Distinct mens jobs
womens jobs

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes ✓ No_____

Very few women upgrade to mens jobs. Officers said no women are upgraded if men are available. Only 1 women upgraded to the highest paid mens job namely 1.44 Hk. She served 4 yrs apprentice.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Martha Taylor, Naomi Wagner, Dorothy Ebersole, all stated, very few women upgrade to mens jobs, They all said that the women who do train for mens jobs, that when the war is over, they go back to the womens job and receive the female rate. The women are told they must go back to womens work, before they begin training. it is clearly understood. Clark & Gaugler both stated, women upgrade, if men are not available To me that sure is sex prejudice.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ____✓____ If so, by sex Yes_____ No_____
(2) plant wide ____✓____ If so, by sex Yes___✓___ No_____
(3) occupation ____✓____ If so, by sex Yes___✓___ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:
All male & female classification
" Seniority lists are made up male or female.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes___✓___ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:
Men do not work on womens work, women do not work on mens work. If lay off comes on womens work, they are laid off according to seniority. If lay offs come on mens work they are laid off according to seniority, same holds true of rehiring.

6. Placement on shifts: Number of shifts plant operates: 1_____ 2___✓___ 3_____

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd_____

b. Does placement depend on seniority: Yes ✓ No_____
Explain:
Generally Speaking yes.
If employees choose a shift, they are there permantly. They cannot transfer; for instance transfer to day work in summer time, and night work in winter time; which was done to excess.
If Co. puts them on any given shift, they can transfer according to seniority.

7. Rest periods:

a. Does plant provide formal rest periods: Men YES Women YES
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN Women 30 MIN
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: ✓
   c. Leave of absence _____
      (1) If yes, what is time limit? _____
      (2) Are seniority rights retained? Yes _____ No _____
      (3) With pay? Yes (specify length) _____ No _____

If Co. finds out about pregnancy, the women is quistond by the nurse, as to the truth. If she admits it, she is dismissed. do not admit it she works. If a women lies about it she will not be rehired. If she tells the truth, she will be rehired, but loses her seniority.

One girl was pregnant 1 month. Co. found it out She was dismissed. Another girl was pregnant 6 mo. before Co. found out. She was dismissed, after being pregnant 6 mo.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ no incentive.
   b. Piece NO Piece work in the plant.

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female _____
   b. Lower for female _____
   c. Higher for female _____

All jobs are listed male and female.

E. Contract: (Productive workers) NO CONTRACT AVAILABLE, LOCAL DO NOT HAVE COPIES FOR THEIR MEMBERS. RECEIVED COPY OF INT. CONSTITUTION. LOCAL, B 1048 IS IN CLASS B. CHARTERS, SEE PAGE 20 21-22.

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (Check)
(1) Closed shop OR UNION SHOP
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No_____
(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No_____
(1) If such policy, same for women as for men: Yes_____ No_____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes_____ No_____
(2) By equal pay clause: Yes_____ No_____
(3) By rate of job regardless of sex: Yes_____ No_____

d. Does contract openly discriminate against women: Yes_____ No_____
If so, explain:

e. [redacted]ention of women in contract? Yes_____ No_____ Explain:

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:
(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____ Women_____

b. Contract provision for lunch period:
(1) No provision_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____
(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No_____
If yes, state provisions.

F. War Labor Board Case

1. Title of case _____ Regional number _____

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) JUNE-43, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract
5¢ hour increase for the women only.
Increase for the night shift
Maintenance of membership

5. W.L.B. Ruling:

approved the above issues

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

Ruling is in effect.

8. How did women workers benefit from case?

SEE PAGE 11- (4.)

R.C.A. RADIO-CORP- & ELECTRICAL-WRKS-LOCAL B1048- A.F.L.

L. E. CLARK-PRES. Stated women do the light small repetitive work and women will always be employed, because of the nature of the work. He said the Co. could not pay the same rate to women as to men, Co would go out of business. The women are given to understand, that when they train for mens jobs, and qualify, that when the war is over they must go back to the womens jobs with the female rates. He was most emphatic if women upgrade to mens jobs they very definitely receive mens rates. As he put it "The union will not allow a "declaring of mens rates". In normal times the Co. do not hire married women. If they marry while employed there, Co do not dismiss them, but if they become pregnant "Out they go".

F. GAUGLER. FIN. SEC. Stated the union is opposed to any incentive plan. The whole plant is on an hourly rate. Women do have a chance to upgrade if no men available, and the women are given to understand, when the war is over they go back to their respective womens rate jobs. Both Clark and Gaugler stated, there were no copies of contract available. Office has one signed copy, 1 copy each for officers & copy to their headquarters.

Martha Taylor Grievance Comm. She was steward for 5 years. She heads a division with 10 Stewards in that Div. She stated inexperienced women begin at 55¢ hr. men receive 75¢ hr. (but not on same kind of work). Janitors begin at 78¢ hr. Generally speaking, ~~women~~, very, very few women upgrade to mens jobs. men couldn't do the type of work women do. No comparism of womens work, and mens work, she said. Further stated, because of transfering women from one dept to another during the war, seniority is plant wide

2/ after the war, revert back to dept seniority.

DOROTHY-FBE SOLE. EX. BD. Stated few women actually do mens work, they pick out girls that are strong and capable for training. all light jobs done by women. She works on small pieces in the machine shop. Men work on largu + heavier, she said she could not do the work the men are doing in her dept. A girl friend of hers worked there 7 years, she has been training + upgrading for 2 years, to become a machine operator.

NAOMI-WAGNER. EX. BD. She is Rec. Sec. of Ex. Bd. & Steward. Stated that only since the war have women been upgraded; The women are made to understand by the union that when men are available, women must give up the mens jobs to them. In orde to qualify for Steward one must be a member in good standing for two years. The Labor Mang. Comm. functions very well, a housing program has been organized, to aid the workers find places to live. They take up absenteeism etc.

61.

1. Comments
2. Newspaper Clipping - "Anaconda Wire sued by U.S."
3. Agreement

61

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-1403
Approval expires 7/15/44

Agent A.OCONNOR Date 5-27-44
Plant involved ANACONDA-WIRE & CABLE-CO. ANDERSON ~~INDIANAPOLIS~~ IND.
Agreement attached

Name, title, address AND DEPARTMENT of persons interviewed

ORVILLE-PASSWATER-FIN. SEC. SHIPPING DEPT-3711-COLUMBUS-AVE- ~~INDIANAPOLIS~~ ANDERSON-IND
4135
ADA-WILLIAMS-REC. SEC. SPOOL-DEPT. 128 E. 12th ST. ANDERSON-IND.
MRS MAME JENKINS-INSPECTOR-OLDER MEMBER-115 W. 38th St " "
MRS GERTRUDE-HARRIS-FORMER. REC. SEC. INSPECTOR- 3124 LYNN-ST " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union FEDERAL-LABOR UNION Affiliation A.F.L.
2. Local No. 18704 Address 120 E. 8th ST. A.F.L. LABOR TEMPLE-ANDERSON-IND.
3. How long local organized? 1934- 10 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 1936- 8 YEARS
6. President's name and address, if not listed above Wm WILSON 316 HENDRICKS- ANDERSON- IND.
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
ANACONDA-WIRE & CABLE-CO-	200	50	200	50

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO.
c. Fines (" what for) NO-		
d. Other $1.00 ASSESEMENT- FOR EACH DEATH IN THE LOCAL.		

9. Women's local union activities:

a. Union committees on which women serve:
Good & Welfare (Sick Comm). 1 Women
Service Comm. Send gifts & write to boys in service from their local. 1 Women.

b. List other committees:
NONE

c. Local union offices held by women:
REC. SEC.

d. Attendance at union meetings:
FAIR - 10-12 attend. If an issue arises, women attend very well.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
GERTRUDE HARRIS - Stated they occasionally have community singing, and local union talent, entertain.
ORVILLE PASSWATER - Stated their was no spicial program for women the officers urge the women to attend regular meetings.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:
Orville PASSWATER. FIN. SEC. Stated his wife is working after the war, he wants her to quitt. He stated his experience has been, that married women generally get too independent, when they learn their own money, and they wont do what you want them to do. "They get too Bossy."

b. Equal pay
Passwater, He stated women should have same rate when they perform mens jobs. However if they need assistance, he did not feel they should have same rate.
GERTRUDE HARRIS stated The old bargaining comm. are against equal pay. Men were fighting not to give women more money.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant ANACONDA- WIRE + CABLE- CO

2. Address ANDERSON- INDIANA

3. Product COPPER - WIRE - & CABLES- FOR- WAR PURPOSES

4. How long since union had contract in this plant: 1937- 7 YEARS

5. Payment of dues: Checkoff_____ Steward_____ Other (specify) MEMBERS- PAY- TO TREAS-AT-UNION-HALL

6. How long women in this plant members of union: 1936- 8 YEARS

7. Were women employed on production in this plant in normal times: YES- FEW

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes_____ No_____

No. men_____ No. women_____

Have had a contract Comm. of about 10 men 1 women, who draw up contract, after which a smaller Comm. 4-5 (one women) bargain with Co, after contract is signed, comm. is dismissed. This Comm. appointed by PRES | Present contract signed by one women

b. Labor management committees: Yes ✓ No_____

No. men 2 No. women 0

c. Shop steward: No. men_____ No. women_____ (2 alternates)

They have a Shop Comm. of 3 men, no women, who serve as stewards and Grievance Comm. + Take Grievance up to Top management. They serve all the way up, the procedure

d. Grievance committees: No. men_____ No. women_____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
N. R.						

e. Other union committees in plant; their functions; and state if women are members:

Transportation no women

Comm. 3 men no women To look after & see that dues & Ass'st are paid up -

" " " " " " " " New applications.

New Employees must join after 60 days employment.

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

If women can perform a mans job all the way thru, she receives mans rate, if she needs ~~a~~ assistance of any kind, she does not receive the mens rate.

b. Training and upgrading opportunities:

Men have the preference of all training and upgrading. If no men available, then women may upgrade.

c. Seniority rights:

Men have first seniority rights, by virtue of being a male. (aint that Sumthing A.O'CONNOR)

d. Special activities in regard to community services:

Community Chest
Red Cross
U.S.O.
Infantile Paralyses
Olive

} Unim participates in all of them.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2-11-A.

b. Equal pay

SEE PAGE 2-11.B.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

GERTRUDE HARRIS - Stated she worked at plant 16 yrs, and that no women are put on mens jobs, if men are available. She feels women could do most of the mens jobs, allthough they are harder, & heavier work. The union program gennally speaking is to keep women on womens work, with womens rates, and the men keep their jobs with the higher rates. She feels the men are very unfair to the women.

ADA WILLIAMS - She worked their 11 yrs. stated, union has accomplished a great deal for both men & women, but the men usually take the best part of the bargain. It seems to be a verbal agreement between Co. & union that men be given the preference to mens jobs, regardless of seniority.

MAME JENKINS - stated men begin as sweepers, at a higher rate than women on production. She feels the men have slipped over a lot of things on the women, and the women in general are not satisfied with the union program toward women.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No ✓
(2) For "men's" jobs on which women are employed? Yes_____ No ✓

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No_____

b. By bargaining? Yes ✓ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

ORVILLE PASSWATER- Stated women are mostly on womens jobs, and usually stay there, with a lower womens hour rate. Not many have upgraded to mens jobs, & mens rates. Women are not allowed to do mens work if any male available.

All of the women stated, many of the mens jobs are not suitable for women, and those that are suitable, women may bid for them, but they certainly are not encouraged to do so by the men. Consequently large majority of women are on lower paid jobs longer than men.

In my opinion there is sex prejudice, upon the union and Co. against women upgrading.
A. OCONNOR

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes ✓ No ____
(2) plant wide ✓ If so, by sex Yes ✓ No ____
(3) occupation ____ If so, by sex Yes ____ No ____
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain:
all jobs are listed male & female, & they are posted for bidding Male & Female. Consequently seniority is by sex.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No ____
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:
no women is allowed to go on mens jobs, with a mans rate, if any man available, regardless of how much seniority she may have. A new man, may come in and bid for any mens job, and get it. A woman may have had 10-12 years seniority, She would not be elgiable, because a man bid for it.

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No ____
Explain:
ANY- openings on day shift, are filled from transfers from the other 2 shifts.

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women NO
b. If so, are they paid for: Men ____ Women ____
c. If deducted:
(1) By hourly rate differential: Men ____ Women ____
(2) By deduction for amount of time involved: Men ____ Women ____

8. Lunch periods:

a. Length of lunch period: Men_____ Women_____

b. Paid for: Men_____ Women_____

c. If sex differential, give reason
NO LUNCH PERIOD. FOR EITHER MEN OR WOMEN. EAT ON THE JOB.
The maintenance dept take 30 min, and work 30 min longer at night. which means it is not paid for.

9. What is plant practice in regard to pregnancy:

a. No policy:_____

b. Discharge: ✓_____

c. Leave of absence_____

(1) If yes, what is time limit?_____

(2) Are seniority rights retained? Yes_____ No_____

(3) With pay? Yes (specify length)_____ No_____

One new women was pregnant when hired, unbeknown to Co. She was immediatly discharged. There has been no case of pregnancy among women who have worked there for some time.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) ✓ Some jobs have bonus, but women do not work on those jobs.

b. Piece_____

2. Are any occupations and rates specifically listed by male and female:
Yes ✓ No_____

3. If so, in how many such listed occupations are rates:

a. Same for male and female N. R.

b. Lower for female N. R.

c. Higher for female NO. SUCH-THING

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule ✓

b. Date contract expires JULY-1-1944-AUTOMATICALLY-RENEWED-FROM-YEAR-TO-YEAR-WITH-30-DAYS-NOTICE

c. Kind of contract: (Check) CONTRACT-PAGE 6-ARTICLE-7-

(1) Closed shop OR UNION SHOP ✓

(2) Maintenance of membership

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓

(1) If not, rates: Men 80 P.H. Women 70¢ P.H.

b. Automatic progression policy: Yes ✓ No _____

(1) If such policy, same for women as for men: Yes ✓ No _____

If policies differ, explain:
CONTRACT-PAGE 8-(4.)

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(3) By rate of job regardless of sex: Yes _____ No _____

UNABLE TO SECURE-RATE-SHEET-
CONTRACT-PAGE 8-(4)-ASSIGNING-JOBS-

d. Does contract openly discriminate against women: Yes ✓ No _____

If so, explain:
MINIMUM-WAGE RATE-LOWER-FOR WOMEN
CONTRACT-PAGE 5-ARTICLE 4.

e. Mention of women in contract? Yes ✓ No _____ Explain:
MALE & FEMALE-EMPLOYEES-CONTRACT-PAGE 5-ARTC-4.

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department ✓ If so, by sex Yes_____ No ✓

(2) plant wide ✓ If so, by sex Yes_____ No ✓

(3) occupation _____ If so, by sex Yes_____ No_____

(4) temporary (DURATION) and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

CONTRACT-PAGE 3-ARTICLE 3-
" " 4-

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No ✓

(2) lay-off Yes_____ No ✓

(3) rehiring Yes_____ No ✓

If yes, explain:

The minimum rate for women is lower. CONTRACT-PAGE 5-ART-4
In promotion CONTRACT-PAGE 8-(4) The term Employer is used, and the term he. (which I take it, means women also. a.o.comm)

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓

(2) Length of lunch period: Men_____ Women_____

(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No ✓

(1) Maximum length_____

(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes ✓ No_____

If yes, state provisions.

A. If he has worked at least 6 mo. during the year, may 1-1943 to April 30-1944. and

B. Provided he has one years seniority with the Co. on may 1-1944 he shall be entitled to one weeks vacation & five years seniority shall entitle him to 2 weeks vacation.

1 week - 40 hrs pay allowance CONTRACT-PAGE 5-ART. 5
2 " 80 " " " " " 7-
VACATIONS- A. B.

D.

F. War Labor Board Case

1. Title of case N. R. Regional number 6

2. Status of case:

a. Pending before: Regional Board ✓, National Board _____

b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary ✓ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Raise for all inspectors
Male & Female from
85¢ hr to 95¢ hr
Foreladys raise from 95¢ hr
to $1.00 hr.
Unable to find out what other issues involved.

5. W.L.B. Ruling:

PENDING

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

EDUAL PAY- NOT AN ISSUE.

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

RULING PENDING

8. How did women workers benefit from case?

RULING- PENDING-

The union has had 3 cases before W. L. B. all were turned down. What the issues were; increase in the rates.

CHI-SUN-
MAY-17-44

Anaconda Wire Sued by U.S.

Fraudulent Claims, Weak Cables Charged

New York, May 16.—(UP)—The government filed suit in Federal Court today against the Anaconda Wire & Cable Co., a Delaware corporation, charging fraudulent claims for payment on delivery of inferior materials from the company's Marion (Ind.) plant on government contract.

The suit will offset an informer's suit brought against the company more than a year ago by Moses B. Sherr of New York, and a motion to stay Sherr's suit will be made shortly, William Lynch, assistant U.S. attorney, said.

Cables Called Inferior.

The suit charged that wire cables supplied to the government were inferior to the quality specified in contracts made in 1940 and 1942, and that vouchers claiming payment therefore are fraudulent.

The government charges further that the company resorted to schemes, tricks, devices and subterfuge in supplying the inferior materails, which included field wire, submarine mine cables and insulated electric cables.

Subject to Fine on Each Claim.

The company is subject to a $2,000 fine on each claim. Lynch said he was unable to estimate the number of false claims alleged.

Under a former law, an informer could claim 50 per cent of the government's recovery on bringing suit for fraud. A recently passed law permitted the government to elect to bring its own suit or to join the informer's suit.

Princeton to Honor Dill

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

May 25, 1944

ANACONDA WIRE & CABLE COMPANY
FEDERAL LABOR UNION 18704 - A. F. L.
Anderson, Ind.

GERTRUDE HARRIS. Signed the enclosed contract. She stated a woman bid on a job, and worked at it 4 weeks; after which a man was available he got that job, and the woman was "kicked off" and put back to the women's job. In this instance that job paid $1.09 P. H. According to contract, "Any employee assigned to a job on which he has no experience the rate is 10¢ below top rate for 30 days; next 30 days 5¢ below top rate after 60 days receive top rate". Contract Page 8-(4). She felt that was very unfair to the woman, after working on the job 4 weeks, she had to give it up to the man. There is nothing in the contract, allowing this procedure, but that is what happens, and the women don't like it.

MAME JENKINS. Stated, before the wages were frozen, the men agreed to an increase of 7¢ hour for men and 2¢ hour for women. When it became effective, "The Women raised Cain". She agreed the women were not on the job when the question came up in the local, and that the men "Got away with it." she can see now that the women must be on the job in the union in order to see that the women get what is coming to them. She said she was offered a man's job, with men's rate she refused, because she felt it was too heavy for her to keep up. What she wants is higher hour rate for women's jobs. The plant have been on a 7 day week for over a year, sometimes women work 9 hours a day. It is getting too much for women to work 7 days a week, and overtime besides. The company will not give releases to women on the inspection line. The hour rates are too low, 10-12 women inspectors were going to quit individually and stay home the required 60 days, than get jobs elsewhere. The company got very excited about it, and would not let them out of the door. Now the Company and Union have signed a joint request for increase on inspection jobs, a hearing was held by W. L. B. in Chicago. She was chosen by the local to represent the women at this hearing. This happened a couple of weeks ago. The men said, the women had more "Gumtion" than they had.

ADA WILLIAMS. Stated there are several women on men's jobs, but the feeling is to keep them off men's jobs. She herself upgraded from a 78; hour women's job, to a 91¢ hr. man's job, but it is much harder, and a dirty job. She said there is a decided distinction between men's and women's jobs, but more women could do them if given a chance. Many women don't want the heavy and dirty jobs, even though they pay more.

62.

1. Contract

62

WOMEN'S BUREAU
JUN 14 1944
DEPARTMENT OF LABOR

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 6/7/'44

Plant involved Ken-Rad Tube & Lamp Corp.

Contract Attached

Name, title, address AND DEPARTMENT of persons interviewed Mr. J. F. Mitchell, Vice Pres., 817 Davis St.
Miss Helen R. Ford, Fin. Secy., Parts Dept., 805 Davis St.,
Mr. Peter G. Noll, Regional Director, Region 4, I.U.A.W.A.-A.F. of L., 506 So. Ohio Bank Bldg., Cincinnatti, Ohio.
Mrs. Dorothy Mitchell, Mounting Dept., 817 Davis St.,
Miss Ethel M. Reed, Transmitting Dept., Spraying mica, 322 W. 4th. St.,
Miss Ragon Galloway, Stock Room Inspector, 319½ St. Anne St.,
Mr. Herbert Worth, Committeeman, Grid Dept., 170 E. 20th. St.
Miss Marie Kessinger, Grid Dept., grid machine operator, 537 Clay St.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union International Union United Automobile Workers of America Affiliation A.F. of L.
2. Local No. 783 Address 319½ St. Anne St., Owensboro, Ky.
3. How long local organized? Sept. 1942
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Sept. 1942
6. President's name and address, if not listed above
   L. A. McFadden, 101 W. 12th. St.
7. Plants organized by local union:

Names	(Approximate figures) All plant employees Men	Women	Union members Men	Women
Ken-Rad Tube & Lamp Corp.	340	2650	255	1987

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

9. **Women's local union activities:**

a. **Union committees on which women serve:**

Bargaining Committee
Grievance Committeemen

b. **List other committees:**

None

c. **Local union offices held by women:**

Financial Secretary
Recording Secretary

d. **Attendance at union meetings:**

Fairly good but not as good as men in proportion to numbers employed.
Union is considering imposing a fine for failure to attend meetings.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

None
Some of girls who came in hall to pay dues said they had not seen contract and did not understand whether they had a closed shop, etc.
Ethel Reed, Ragon Galloway and Mr. Mitchell said that there were many things to straighten out in the shop, many complaints that would have to be taken up, etc.

11. **Attitude of local union officials interviewed toward:**

a. **Continued employment of women:**

Is not a question as they were employed on majority of jobs before the war.

b. **Equal pay**

Mitchell and Worth felt that women should get rate of job. Equal pay clause is in contract and there are several grievances in on this at present time.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Ken-Rad Radio Tube & Lamp Corp.

2. **Address** Owensboro, Ky.

3. **Product** Glass & metal radio tubes, both transmitting & receiving of many sizes and types

4. **How long since union had contract in this plant:** May 16, 1944

5. **Payment of dues: Checkoff #** **Steward** **Other (specify)** Contract just signed provides for check-off but this has not yet been started Still paying at union office or to stewards.

6. **How long women in this plant members of union:** Sept. '42

7. **Were women employed on production in this plant in normal times:** Yes

8. **Women's union activities in this plant:**

a. **Contract or bargaining committees: Yes** # **No**
No. men 5 **No. women** 2

b. **Labor management committees: Yes** **No** #
No. men **No. women**

c. **Shop steward: No. men** 23 **No. women** 40
Does not seem to be much difference in duties of committeemen & shop stewards -both take up grievances in first stages, if go on up Bargaining Committee handles

d. **Grievance committee-men: No. men** 16 **No. women** 7

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committeemen	
	Men	Women	Men	Women	Men	Women
*SEB Glass Dept.	N.R	N.R.	0	3	3	0
*Glass Mounting	"	"	1	7	1	0
*Grid	"	"	1	4	1	1
*Parts	"	"	2	4	0	1
Metal stem	"	"	1	0	1	0
Glass stem	"	"	2	2	1	0
Retest & spray	"	"	1	1	0	0
Lamp Division & Other Depts in Tube Division - N.R.						

* Largest depts, employing mostly women

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**
Not such an important question as relatively few women have gone on jobs formerly performed by men. Mr. Mitchell & Ethel Reed reported some grievances filed for equal pay. Reed's own case has been sent to W.L.B.
Mr. Noll said that he had requested committeemen to look for jobs performed by women which formerly were men's & see that they got equal pay

b. **Training and upgrading opportunities:**
Women trained on the job for work in any one department and remain there. No upgrading. Men's jobs pay better and in some cases women might bid for them as contract provides same seniority for men and women, according to Mitchell & Ford

c. **Seniority rights:**
Helen Ford ✓ said that seniority was same for men & women.
+ Mr. Mitchell

d. **Special activities in regard to community services:**
No program.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
(See p. 2)

b. Equal pay
(See p. 2)

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Before contract was signed union was not in position to do much, Helen Ford said. Now it is new and as yet things are not straightened out inside the shop. The contract does not call for closed shop so they are trying to get all of employees signed up.

Ragon Galloway, Dorothy Mitchell & Ethel Reed said that there was much to be done but the union is just getting under way since the signing of contract.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No "

Not so called in job classification but some departments practically all women

b. Men's jobs on which women are employed? Yes # (largest) No_____

c. Are inexperienced men and women generally started on same job?

Yes_____ No #

In some departments start on same jobs.
Majority of jobs are performed by women - no men on these jobs

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

Provision in contract for adoption of job evaluation plan by company (See p.7 of Contract)

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #_____ No_____

b. By bargaining? Yes_____ No_____

If there is a complaint union takes up through grievance procedure

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Women average from 50¢ to 65¢ p.h. which is less than average of men. Women are on 85% of jobs already, however, there are men's jobs which women could do and also men on jobs not more skilled than those women are on, yet the men average more. -Reed & Galloway

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes____ No #
(2) plant wide No If so, by sex Yes____ No____
(3) occupation No If so, by sex Yes____ No____
(4) temporary and/or regular workers No If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No Have had no lay-offs
(3) rehiring Yes____ No None done none done

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men # Women #
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

Rest periods began on June 5th. as provided in union contract

8. Lunch periods:

a. Length of lunch period: Men 1 hr. Women 1 hr.

b. Paid for: Men No Women No

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. Leave of absence/ ~~Does not cover pregnancy~~ 2 weeks may be granted by foreman; more than 2 weeks on approval of management See Contract p. 5 & 6

(1) If yes, what is time limit?

(2) Are seniority rights retained? Yes No

(3) With pay? Yes (specify length) No

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive)

b. Piece #

2. Are any occupations and rates specifically listed by male and female:
Yes No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with J. F. Mitchell

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires May 16, 1945

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership #

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes # No

(3) By rate of job regardless of sex: Yes No #

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. Mention of women in contract? Yes # No Explain:

Mentioned in Equal Pay Clause (p. 9 of Contract)

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS: [redacted]:

(1) by department # If so, by sex Yes_____ No_____
(2) plant wide No If so, by sex Yes_____ No_____
(3) occupation No If so, by sex Yes_____ No_____
(4) temporary (DURATION) and/or regular workers No If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____

(1) Maximum length Not stated; granted by management
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

For 1 years service prior to June 1st. of each year entitled to 40xxxxxxweek's vacation xxxxxxwith 40 hours pay. (p. 8 of Contract)

F. War Labor Board Case

1. Title of case Ken-Rad Tube & Lamp Corp., Owensboro, Ky. & I.U.A.W.A., Local 783, AFL Regional number 2942-CS-D B-1546

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date) 7/43 Final Approval of Contract - May '44

3. Type of case: Voluntary_____ Dispute #_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Issues not separate for men & women.
Compnay and union disagreed on wage questions (increases & retroactive date); vacation pay provisions & provisions for learner period.

5. W.L.B. Ruling:

CNWLBny approved agreement between parties containing modification of a previously ordered wage award providing for a 50¢ minimum rate, a 3¢ general increase above the 50¢ rate, both retroactive to Sept. 4, 1942, and a starting rate of 40¢ for learners, reaching 50¢ after 45 days. The Owensboro tube & lamp plants taken over by Army on April 13 at the direction of the President, following company's refusal to comply with order. Parties reached agreement, modified to exclude former employees, except those in military service, from retroactive wage award, and to extend the period in which learners reach the 50¢ rate from 45 to 84 days.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract Not an issue but there is a clause in contract approved by NWLB ✓ equal pay

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

   Company & union now working to put all terms of contract in effect.

8. How did women workers benefit from case?

   By equal pay clause, wage increase with retroactive pay, rest periods
   Women said rest periods were a great help.

63.

1. Comments -
2. Newspaper clippings -
   "Why are the Women's Rest Rooms so Untidy?"
   "WLB Approves Vacation Plan"
   "Female Absenteeism"
   "Keeping well during Wartime"
3. The Beacon - Union paper
4. By-Laws of Steamfitters Lodge
5. Agreement
6. Clipping on Dearth of Women

63 ✓

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-R406
Approval expires 7/15/44

Agent A. O'CONNOR Date 6-17-44
Plant involved CUTLER-HAMMER-INC
Agreement Attached

Name, title, address AND DEPARTMENT of persons interviewed

RAY-A.BAILEY-CHIEF-BUS-AGENT-DISTRICT-10-I.A.M. 951 N.4TH ST. MILWAUKEE-WISC.
ED. SCHROEDTER-MACHINE-SHOP-PRES. 1227 W.CLYBOURNE-ST- " "
HERMAN-LUEDKE-MACHINE-SHOP-FIN.SEC. 1227 W. " "
MISS BETTY-DRESSLER-COIL-WINDING-STEWARD-1220N.20TH ST " "
MISS MARIE TRESS-COIL WINDING-MEMBER 1220N.20TH ST " "
MISS ANNA-ASMANN-INSPECTION-STEWARD- 103 N.71ST ST- " "
MISS MYRNA HARDER-INSPECTION-ASST-EDITOR-2423 N.11TH ST- " "

← OVER

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union INT. ASS'N- OF MACHINISTS Affiliation A.F.L.
2. Local No. 1061 Address 1227 W.CLYBOURN-ST-MILWAUKEE-WISC.
3. How long local organized? 8 YEARS- 1936
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 8 YEARS- 1936
6. President's name and address, if not listed above ABOVE
7. Plants organized by local union:

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
CUTLER-HAMMER-INC-	2750	2750 -	1233 -	1106

8. Union cost to worker:

	Men	Women
a. Initiation fees	* 5.00	* 5.00
b. Dues (specify period covered)	NO * 1.50-PROD-WRKS	NO-1.50 PROD-WRKS
c. Fines (" what for)	" 2.00 JOURNEYMEN	
d. Other	NONE	

9. Women's local union activities:

a. Union committees on which women serve:
Publicity Comm - 3 - One of which is Business Manager of Monthly Publication
Educational " 2
Associate Editors 3 - (SAME AS THE PUBLICITY-COMM)
Of Monthly Publication

b. List other committees:
Legislative
Relief
Recreational & Athletic

c. Local union offices held by women:
EX. BD - 1 WOMEN
Delegate to Federated Trades (City Central Body) 6 Women

d. Attendance at union meetings:
NOT-VERY- GOOD- ON A PAR WITH MEN.
IF-AN-ISSUE-ARISES- VERY GOOD ATTENDANCE

10. Union program for increasing women's participation in union activities: (Give source of comments.)
Recreation Program consisting of
Womens Base Ball Team
" Volley " "
" Basket " "
" Bowling " "
These teams have won many trophies, which were on display in Union office.

At present a "Pin up Girl" Contest in the plant. all these activities appeal to the younger girls.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

RAY-A. BAILEY.- Women have always worked at this plant, and will continue after the war. Seniority will prevail.

HERMAN-LUEDKE-
ED. SCHROEDTER. } Both stated, they dont object to married women working, but feel that after the war women with support should quit. The general feeling of all three, was, if men become available, they should have jobs in preference to the women.

b. Equal pay

RAY. A. BAILEY — When women are put on mens jobs, and perform them without assistance, equal pay should prevail. If however she needs help, she cant expect equal pay.

HERMAN-LUEDKE
ED. SCHROEDTER } They seem to feel women need more supervision, because of lack of experience, and therefor allowances are made. But when women can do everything on the job, she is definitely entitled to equal pay. Equal pay has been the bone of contention, ever since women were put on mens jobs.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant CUTLER-HAMMER-INC-
2. Address 315 N. 12th ST - MILWAUKEE - WISCONSIN
3. Product ELECTRICAL-CONTROL-APPARATUS-OR-EQUIPMENT-
4. How long since union had contract in this plant: 8 YEARS - 1936
5. Payment of dues: Checkoff ____ Steward ____ Other (specify) PAY-AT-OFFICE & AT-MEETINGS
6. How long women in this plant members of union: 8 YEARS - 1936
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No ____
   They call them Shop committee
   No. men 9 No. women 0
   b. labor management committees: Yes ✓ No ____
   No. men 2 No. women 0
   c. Shop steward: No. men 62 No. women 8
   ↑ Same as bargaining Comm (Called Shop Committee)
   d. Grievance committees: No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
MACHINE-SHOP	140	20	2	0	Grievance Comm. serve plant wide	
COIL-WINDER	15	70	0	1		
INSPECTION-DEPT-	22	10	STEWARD ONE TO SERVICE. WILL ELECT			
ANOTHER- INSPECTION DEPT	50-BOYS	80	0	1		
ANOTHER MACHINE-SHOP-SECT	100	30	2	0		
ASSEMBLING-	150	250	1	4 - Comprising all 3 Shifts-		

e. Other union committees in plant; their functions; and state if women are members:

NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

RAY. A. BAILEY- Where women do a mans job without a mans assistance, the women receives the mans rate.

b. Training and upgrading opportunities:

ED. SCHROEDTER- Seniority and qualifications governs.

c. Seniority rights:

HERMAN LUEDKE Seniority rights is the same for men & women.

d. Special activities in regard to community services:

Community Fund Drive.
March of Dimes. (Infantile Paralysis)
Blood Bank Drives.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2-A.

b. Equal pay

SEE PAGE 2-B.

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

ANNA-ASMAN: (an Old Timer) In the past the program for women was none too good. The men always received higher increases than the women, since the war however, things have changed, somewhat, and the women fair better. More could be done for the women if they took more interest in the union affairs.

BETTY-DRESSLER- The women accept the lower rate schedule program because women do lighter work, women are not put on heavy work. Union sponsors a good recreational program, Union has done a lot for both men and women.

MYRNA-HARDER. Stated union could do more for the women. In her dept. Inspection, men and women do the same kind of work She claims women turn out just as much work as the men, but are paid from 6 ¢ to 10¢ hr less. If the women themselves would do something about it.

LOUISE-ANDRITSCH- Stated, the union was really trying to raise the womens rates. The joint request to the W. L. B. is for 1 ¢ hour more increase for the women, than the men.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No ✓
(2) For "men's" jobs on which women are employed? Yes_____ No ✓

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No_____

b. By bargaining? Yes ✓ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

BETTY-DRESSLER: Majority of women are on womens jobs, with womens rates, they progress up to the highest rate & stay there.

ED-SCHROEDTER. — many of the jobs are not suited for women, entirely too heavy for a women. Women begin at lower rates, and are lower all thru progression period.

MARIE TRESS — Stated majority of women do not upgrade, very few have mens rates in proportion to the women employed.

LOUISE-ANDRITSCH- Stated, very definitely, women, and the ~~biggest~~ majority are on lower paid jobs. In many instances sex prejudice.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes_____ No ✓
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain: Where you have "mens Jobs", "Womens Jobs," even though lists are not made out by Sex. It becomes sex seniority.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No_____
(2) lay-off Yes_____ No ✓
(3) rehiring Yes_____ No ✓

If yes, explain: Generally speaking women are not promoted in the same sense that the men are. Women are not put on mens jobs, if men are available.

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No_____
Explain:
SOME DEPT- WORKS - 1 SHIFT
" " " 2 "
" " " 3 " -(FEW)
VERY FEW WOMEN WORK IN DEPT. ON 3rd SHIFTS

SOME DEPT. HAVE REST-PERIODS FOR WOMEN- OTHERS DO NOT-

7. Rest periods: ↙

a. Does plant provide formal rest periods: Men NO Women_____
b. If so, are they paid for: Men_____ Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

There are three plants, and it seems all depts. in them vary about the time. Men in some dept. do have specific 30 min lunch period, & other dept. men work thru. and not pd. for

8. Lunch periods:

a. Length of lunch period: Men _____ Women 30-40-45 MIN

b. Paid for: Men _____ Women NO + not paid for

c. If sex differential, give reason.

The maintenance men have 30 minutes lunch period & The production Workers (men) dont have a regular lunch period but they take time out to eat. and are paid for that time.

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence _____

(1) If yes, what is time limit? _____

(2) Are seniority rights retained? Yes _____ No ✓

(3) With pay? Yes (specify length) _____ No ✓

Co. do not fire them, they quitt at their own discretion.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) ✓ + INCENTIVE ABOUT 50%

b. Piece ✓ ABOUT-50%

2. Are any occupations and rates specifically listed by male and female:
Yes ✓ No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female NONE

b. Lower for female YES

c. Higher for female NOT-HEARD OF

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract ✓

(3) Contract attached to schedule ✓

b. Date contract expires JULY-1-1944-CONTINUE-FROM-YEAR-TO-YEAR-UNLESS-30 DAYS NOTICE IS GIVEN-OF-CHANGE

c. Kind of contract: (Check)

(1) Closed shop ~~OR UNION SHOP~~

(2) Maintenance of membership

(3) Other PREFERENTIAL-SHOP - CONTRACT-PAGE 1-ARCT-2-A.

2. Wages: PRESENT-RATE BELOW-RATE IN CONTRACT-PAGE 6-ARTC-9- SUBJECT-TO-APPROVAL BY-W.L.B.

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓

(1) If not, rates: Men _____ Women _____ PRESENT-RATE ← MEN-56¢HR+INCENTIVE-58¢HR-DAY-WORK-WOMEN-48¢HR-INCENTIVE-50¢HR-DAY-WORK

b. Automatic progression policy: Yes ✓ No _____

(1) If such policy, same for women as for men: Yes ✓ No _____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(3) By rate of job regardless of sex: Yes _____ No ✓

d. Does contract openly discriminate against women: Yes ✓ No _____

If so, explain:

By a lower starting rate CONTRACT-PAGE 6-ARTC-9-A.

e. Mention of women in contract? Yes ✓ No _____ Explain:

CONTRACT-PAGE 6-ARTC-9-A.

" " 7-B-IN-FIRST-4 PARAGRAPHS-AND-LAST-PARAGRAPH

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department ✓ If so, by sex Yes____ No ✓
(2) plant wide ____ If so, by sex Yes____ No____
(3) occupation ✓ If so, by sex Yes____ No ✓
(4) temporary (DURATION) and/or regular workers____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:
(1) promotion Yes____ No ✓ CONTRACT- PAGE 2 - F.
(2) lay-off Yes____ No ✓ CONTRACT- PAGE 2 & 3 - J-2-3-K.
(3) rehiring Yes____ No ✓ CONTRACT- PAGE 3 - M. P.

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:
(1) No provision ✓
(2) Length of lunch period: Men____ Women____
(3) Paid for: Men____ Women____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No____ CONTRACT- PAGE 6 - ARTC-8
(1) Maximum length 30 DAYS - EXCEPT - BY - CONSENT - OF - BOTH PARTIES -
(2) Length of service necessary to get maximum NOT - STATED

d. Does contract provide for paid vacations: Yes ✓ No____
If yes, state provisions.
all hourly Employees who have been ~~with~~ in the service of the Co. one year ~~or more~~ & less than 5 years shall receive 1 week vacation with forty (40) hours pay. 5 years or more of Service 2 weeks vacation (80) hours pay.

CONTRACT- PAGE - Supplementary - Dated Oct 20-43-

F. War Labor Board Case

1. Title of case _____ Regional number _____

2. Status of case:
   a. Pending before: Regional Board ✓, National Board _____
   b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary ✓ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Raise Starting rate for inexperienced male employees + automatic increases
" " " " " female " " "
Increase present male rate for day workers 5¢ hour
" " " " " Incentive Wkrs. 4¢ hour
" " female " " Day Workers 6¢ HOUR
" " " " " Incentive Wkrs 5¢ "
375 JOB-CLASSIFICATIONS IN-PETITION.

SEE - CONTRACT- PAGE 6 ARTC-9
" " 7 " 9-B.

5. W.L.B. Ruling:

PENDING

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____ NOT ASKED-FOR

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

PENDING

8. How did women workers benefit from case?

PENDING-

HARLEY F. NICKERSON - Vice-President International Association of Machinists Stated:- Generally speaking, women are in the machine shops to stay, working on the finer and smaller parts; women have proven better than men, and they will not be replaced by men after the war. Jobs that have been broken down, in order for women to work on them, will not go back to their former status, it is evolution in the machine manufacturing industry.

Economists, professors, technicians, efficiency experts, and what have you, generally speaking, are not interested in the worker. "Book learning without experience" do not make for actual production. Government is accepting the ideas of the "So called learned men". The job evaluation plan, and the point system of diagnosing the workers is unfair; he is opposed to this system. It is by doing, that workers can give the best that is in them; an analysis test of alertness, neatness, courtesy, and various other questions, can change the entire picture and makeup of the worker. The job evaluation theory is a Metal Trades Association scheme, and the Government, through the professors and economists accepted, more or less, this theory.

They have not been able to get across to the employers the theory of co-operation and fair dealing with the workers.

The employers generally speaking, have not changed, in fighting the Unions and most of them deal with the Unions because of war pressure. Over 2½ billion dollars have been collected from employers in excess profit taxes. Government contracts have been let at too high a figure, and have been refigured, with big savings to the Government racketeering in labor Unions is given big publicity, but "Highway Robbery" of the employers in dealing in Government contracts is given "The Soft Pedal."

There should be lots of work for at least ten years after the war, and the Unions will fight to keep their basic wage scales; weekly hour schedules will be reduced so that the workers will not have as large a "Take Home" pay.

Generally speaking women do not take the trade unions seriously. Many do not expect to work after the war, and they are not union minded. However, they have some very fine women in the various locals and I.A.M. is on the lookout for promising timber as organizer among the women, so far none have materialized.

I have known Mr. Nickerson for 25 years or more. The women's point of view in trade unions was generally discussed and I feel the call was well worth while.

Ray A. Bailey - Chief Business Agent of District 10 I.A.M., Milwaukee, Wis. He was very co-operative, and gave me names of people to see etc. He knew about The Women's Bureau and recalled that a representative had called on him. I mentioned May Bagwell, that was the lady he said. The Women's Bureau are doing very good work and he appreciated their efforts in having the W. L. B. adopt the policy of Equal Pay for women namely, Order No. 16.

Ed. Schroedter, Pres. Local 1061-I.A.M. He was interested in making provision for eliminating the women way back in 1941, as you will note by reading "Supplement Agreement" dated June 19, 1941. He stated pregnant women should quit and stay home and take care of their children and not come back to work. Generally he was somewhat prejudiced against women although he claimed the union is working hard to raise the women's rates; and reclassify the jobs, and get away from the term "Women's jobs, Men's jobs"

Herman Luedke - Financial Sec'y Local 1061 I.A.M.- Stated there are 60 machinist apprentices in the plant, no women apprentices. They don't contemplate having any women apprentices. He was co-operative and gave me names and addresses of 5 women to visit.

Betty Dressler, Shop Steward - Stated there are no women supervisors in her Department. Men supervisors do set-up work and various kinds of heavy work, which she thought would be too heavy for women. She said there are only about 10-12 women who are active in the Union, and if the women would come to meetings more and make their wants known, the union could do much more for them. She figured the women must be satisfied.

Louise Andritsch, Steward - She stated men are not keen about women being on men's jobs. One man told her "Why don't you join the WAC'S or the Waves, rather than take a man's job". If women need any help in lifting or any assistance of any kind, her rate is lower. She feels however the Union is working more and more to equalize the rates, and if anyone is unjustly dismissed the Union fights for them. The recreation program, helps materially to interest the younger women. No one can join any activity

unless they are members of the Union. The Union gives many free dances and ~~refreshments~~ FAVS in order to interest the members. In her department, inspection C.7., there are 150 men and 250 women on all three shifts. Men are more ambitious to become supervisors; women generally do not aspire for those jobs, although in her department there are women supervisors.

Anna Asmann - Steward

She was on contract comm. for two years. At the last election another woman ran beside herself. The result was both women were defeated. She said a woman should be on the contract Comm., and the men are "Fairly Fair", a woman's point of view is very important. If women do all the work on any given job, women are paid the same, but generally speaking, women are paid less, and they do not like it. She feels the men are jealous of the women, and they do not want them on men's jobs. Women thru the piece work, also on incentive rate, make more money than the men. There are instances where the men "Get Ugly About It". and say, "Well after the war is over you women won't be here."

Formerly the company ~~have~~ LAS given maternity leave, and the women would come back too early to save their seniority. Company felt they were not able to work. Now the practice, the women quit (no specified time) and lose their seniority. They can return as a new employee, and they do. Company does not allow leave of absence for maternity care at present.

Myrna Harder -

She is associate editor of local monthly publication "Beacon". Stated the women's page was published in the last few months. The men were not enthused about the idea but a few women were able to convince them to try it out. She hopes it will become permanent.

Men generally resent the influx of women in the plant but they co-operate with the women. If the women would go to Union meetings and know what is going on, she felt they could get much more out of the Union. Many married women are just waiting for the war to end so they can stay home, and not have to punch a time clock, she said.

Julia Hart - Acting Steward - She is business manager of the Local Monthly publication (copy enclosed with her picture in it) She is also Secretary of Blood Doners Committee. She began work at 22¢ an hour four years ago. She was young, alert and very co-operative but had a decidedly man's point of view. Stated men were entitled to more money than women, they were the potential heads of families, etc. In her Department there are two young men, the balance all women. They do exactly same work and amount is the same, yet those two young men have a higher rate. The women are not satisfied and do considerable "kicking" about it, but she feels that is as it should be. That work (assembly) had formerly been done by all men, with a higher rate. Gradually, women were hired at a lower rate, and now it has become a woman's job with a woman's rate.

She stated all employees in her Department are graded, ~~like~~ in a school. A grade sheet is on file for each employee. On that is recorded record pertaining to Effort, Courtesy, Reliability, Dependability, Alertness. Speed. Any errors are recorded. The supervisor grades the employees under his supervision.(No women supervisors) That record is kept by the foreman in ~~each~~ the Department. A separate record sheet is made of each employee pertaining to tardiness and absenteeism.

These records, experience, plus seniority determines promotion she said. She herself was satisfied with the Union program, but the women in her department were not satisfied; they feel their rate should be the same as the two young men in the department.

BACK THE RED CROSS

The Beacon

Of Cream City Lodge 1061

Volume 6 | MARCH 8, 1944 | Number 3

War Labor Board Approves Vacation Plan

CUTLER-HAMMER WAGE SUBMISSION CREATES STIR IN "WINDY CITY"

The voluntary joint submission for wage adjustments made by Lodge 1061, I. A. of M. and Cutler-Hammer, Inc., received wide publicity in the Chicago and Milwaukee newspapers, and was commented on by many radio commentators throughout the country.

The case submitted after months of preparation by both the Union and the Company, was the "biggest" submission yet made to the Chicago Regional War Labor Board, according to Edgar L. Warren, Chairman.

The submission contained fifteen thick volumes of data describing the 375 job classifications of the 5519 employees involved, as well as detailed statistical data and analysis to aid the Regional Board in reaching an early and favorable decision on the case.

Both the Company and the Union co-operated in making this submission possible. A great deal of hard work went into this case and it is expected that the Regional War Labor Board, after careful analysis of the material, will approve the requested adjustments.

The Company and the Union will continue to follow this case closely, supplying such additional information as may be necessary.

When approval is granted by the Regional War Labor Board, you may look for a complete story in The Beacon.

SUCCESS TERMINATES LONG PREPARATION

On February 15th, the Sixth Regional War Labor Board at Chicago approved the vacation plan as outlined in the 1943-1944 agreement between Lodge 1061 I. A. of M. and Cutler-Hammer, Inc.

In accordance with the Labor contract, the Regional War Labor Board decided that:

"All hourly employees who have been in the service of the Company one year or more and less than five years shall receive one (1) week's vacation with forty (40) hours of pay.

All hourly employees who have been in the service of the Company five years or more shall receive two (2) weeks' vacation with eighty (80) hours of pay."

Action on the vacation plan came quickly after submission on a separate Form 10, after considerable time was spent in preparation of the case.

On February 14th, the entire question of wage adjustments and the vacation plan were submitted to the local Wage and Hour Division by Ray Bailey, Business Representative, George Gratz, Attorney for the Union, and George Spohn, Attorney for the Company. A separate Form 10 was filed for each, with the request that the application for the approval of the vacation plan be given immediate attention.

In compliance with this request, the vacation plan was sent by messenger to Chicago the same afternoon. On Saturday, February 12th, Brother Ray Bailey, George Gratz, Attorney for the Union and George Spohn, Attorney for the Company, went to Chicago, obtained the submission, and personally delivered it to the Sixth Regional War Labor Board where Mr. E. B. McNutt, Wage Stabilization Director, assured prompt consideration.

On the following Tuesday the approval was granted.

FEB-1944

WHY ARE THE WOMEN'S REST-ROOMS SO UNTIDY?

By Myrna Harder

I have been asked this question many times since I began working at Cutler-Hammer, and I am sure many of you have also. Some have given the answer that it is the duty of the various matrons to see that the rest rooms are kept clean. Yes, ladies, it is their duty; but, it is only with our full co-operation that they will be able to do so.

Ash trays and waste receptacles have been provided in all rest rooms. Yet, how many of us make use of these articles. One goes into the rest room; a majority of the girls are smoking, ashes are flicked onto the floor. When the cigarette is finished, is it put out and placed in an ash tray? No, it is stamped out on the floor and left there. Frequently ash trays are accidently overturned but, does one bother to stop and clean this up? No, that also is left for the matrons.

The same goes for waste paper. The cans provided for this waste are large enough and emptied often enough to take ample care of all that might accumulate. Many of our girls eat their lunches in the rest rooms. On going into one after the lunch hour, you can see paper, lunch scraps, milk bottles, soda water bottles, etc., scattered around. It would be just as easy and take much less time if each individual would clean up her own waste. And the sink is no place for rubbish!

As far as the wardrobes are concerned, there seems to be a sufficient supply of hangers to take care of all clothing to be hung up. If each girl would hang her clothing neatly on a hanger and arrange her shoes in a neat row underneath, articles of clothing would not become lost, walked on, or shoved in a corner in an unsightly pile.

It is my opinion, and I might add, the opinion of many others, that, with the co-operation of all our girls, we can and will have a cleaner and neater rest room. We women are supposed to be housekeepers; I don't imagine many of our homes look like our rest rooms, so, let's get together and prove we can keep our rest rooms clean. It will be appreciated by the matrons and your co-workers.

To be eligible your dues must be up to date.

The Shop Committee announces that leaves of absence for women who desire to visit their husbands in the armed forces are obtainable for a period up to six weeks. It is felt that this should be the maximum time granted.

All stewards are reminded that

FEMALE ABSENTEEISM

With more of our women than ever before working in factories we are faced with the problem of female absenteeism. We all have, at some time or another, a good, legitimate reason for being absent; but many stay away from work for no apparent reason whatsoever.

The greatest percentage of us came to work in factories, not with the purpose of getting rich quick, but with the will to help our boys, give them the material that they need to bring them back to us sooner and with Victory ours. There are some, we have to admit, that are working now only because of higher wages; they are able to buy more things than they have ever had before. No doubt many of these women don't have to worry if they are at work every day or not, or whether they are on time or not. They get a check anyway, and its something of their own that they didn't have before the war. It is these women, also, that break down the morale of the women who came for the purpose of getting this war won. These women are beginning to feel that if some can get by with time off and wasting time, so can they; therefore production drops. Those women who come to work every day cannot be expected to do their work and the work of those who stay home.

We cannot afford to have production drop at this vital point in the war. So, even if it does appear that victory isn't far off, let's not stop the flow of war materials now by being absent from our work. NOW IS WHEN THEY ARE NEEDED MOST.

Do you stop to realize that every day you miss work means perhaps months before our loved ones can come home, and that there will be that many more not coming home. Show that fighting American spirit and stay on the job.

A soldier failing to stand his post is severely punished, for it may mean the lives of hundreds of men and the loss of materials. Isn't our job also of importance? Won't we, also, be the cause of the loss of life and material for failure to stand at our post?

Let us strive in the future to stay on the job as much as it is possible for us to do so, and help to bring this war to a close as soon as we can.

BEAUTY HINTS FOR WORKING LADIES

By Myrna Harder

Because this is a year when we are all working harder and maybe worrying more, it is up to each woman to keep herself looking as well as she can. For the face, rosy face powders, brighter lipsticks, and rouge shades are most popular because they help to give a fresh, healthy look. Tinted make-up bases are also helpful not only because they give that lasting healthy-looking make-up, but also give the necessary protection from wind and weather, dust, oil, and grime.

Women are doing more dirty-face jobs and so cleaning the face at night is most important. Protect your skin as much as possible through the day with a dependable powder base. Before going to bed, use a cleansing cream to remove all make-up, then wash face thoroughly.

If your skin is inclined to be dry, smooth on lubricating cream as a defense against little lines. The area around your eyes especially should be kept oiled. An antiseptic preparation should be kept in your medicine cupboard for the occasional blemish.

In caring for your hair, you should start off if possible with a moderately short cut and a good permanent which will save valuable time in shampooing, brushing and setting. Keep your hair clean by shampooing at least once a week. Each day spend a few minutes massaging the scalp, and brushing the hair briskly for cleanliness and to give a bright and shiny look.

If your job demands that you keep your hair covered and you find it's getting sticky, freshen it up with a corrective lotion. Or try a dry shampoo between washings. If your hair is inclined to be dry, rub a little oil into the scalp before washing and use a slightly oily wave-set.

For gray hair, keep it silvery with a blue rinse, but be careful when drying, using too hot a dryer will give it a yellowish tinge.

Most of all keep your hair-do simple and easy to manage between sets.

To keep your hands looking lovely, whether you are a war worker exposed to oil and grime and metal filings, a volunteer nurses' aide, or a housewife doing her everyday household tasks, is one of our most vexing problems. On some jobs you can wear gloves, for others you can get a certain amount of protection from the preparations made for that purpose.

Most of us will be wearing our nails shorter. It is better to buff our nails for working hours and reserve the gay polish for our leisure time. Use a soap that agrees with your skin and apply a softening lotion often, an oily cream applied at night is advisable. The cuticle should be kept oiled to prevent splitting. If you wish your hands to look particularly nice for a special occasion, try a little of your powder base, it is known to do a good camouflage job.

RECIPE

SQUASH MEDALLIONS

Acorn squash, 3
Fat, melted, 1 tablespoon
Flour, 1 tablespoon
Vegetable soup, condensed, 1 can, (1⅓ cups)
Milk, ¼ cup
Cooked meat, diced, 1 cup

Wash squash, cut in halves, remove seeds, sprinkle with salt and pepper. Place cut side down on greased pan and bake in hot oven (400 deg. F.) for 30 minutes. Meanwhile blend fat and flour, stir in soup and milk, add meat. Turn the squash hollow side up, fill centers with meat mixture, cover pan and continue baking 30 minutes longer or until squash is soft. Makes 6 servings.

Other fillings for squash: Cooked peas or string beans mixed with medium white sauce and topped with a little grated cheese; chopped leftover ham or chicken with condensed mushroom soup.

We would appreciate any of you women sending in your favorite recipes, sandwish suggestions or household hints to The Beacon.

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STORES IN GREEN BAY AND APPLETON

GREETINGS
FROM A
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IN
CHICAGO

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SPRING TIP

Spring is here! And color is the theme this year. Color not only in our spring outfits but in our homes, too. Let's take our kitchen for instance. Have you gone into your kitchen lately after a hard day's work and had kind of a depressed feeling and said to yourself, "Gosh, I wish I could do something with this kitchen"? If your linoleum is beginning to wear off or if you are just plain tired of the pattern, here is a clever idea and an inexpensive way to liven up and make a very cheerful room. Paint the linoleum! Yes, that's what I said, don't be afraid — the results are surprising. Let's just assume that you like red in your kitchen. First get ordinary red enamel and paint two coats of the solid color over your linoleum pattern. Let this dry thoroughly. This may scare you when you see the one solid color, but just wait; when you are through you will be very proud and very satisfied with your work After this has dried get yourself some white enamel and black enamel, or whatever color scheme you have in your kitchen and would like to use, then take two little pieces of sponge about the size of a half dollar and dip one into each color of paint and begin to dabble—don't try to make any particular pattern—just pat in short, fast dabs, and close together. Use mostly the white with a little bit of black here and there. When you get through it will be kind of a marble effect and a pleasant surprise to everyone. In order to have your little masterpiece wear and clean well, place two coats of clear varnish over the paint after it has dried. After this had been done, and you come home to a cheerful kitchen, we are sure you will get the pick-me-up we all need these days.

This Shows the Fighting Spirit of Our Boys Overseas

Pfc. George T. Kapzcynski, of C-H, who is a Marine somewhere in the Pacific, had an unusual experience the other day. When Kapzcynski dug in for the night near a Marine command post during the conquest of Eniwetok and spied a Jap foxhole, he pulled the pin out of a hand grenade and got ready to throw. The Jap disappeared, but during the excitement, Kapzcynski had lost the pin. He couldn't find it in the dark. From then until dawn he sat and clutched the grenade, knowing what would happen if he dropped off to sleep for even a second and released his grip. He had no trouble finding the pin when the sun rose, but he had a stiff arm for hours afterward.

Kapzcynski, who will be 18 on June 12th, enlisted on his last birthday. He was a machinist apprentice at Cutler-Hammer, Inc., at the time. He is the son of Mrs. Sophie Kapzcynski, 1332 W. Arthur Ave., and was one of the force in C-1.

ABOUT TAXES

The House Ways and Means Committee passed a plan to save the taxpayer wear and tear of his brain when computing his tax return by permitting his employer to collect the revenue.

There are 30,000,000 of the 50,000,000 taxpayers who are earning less than $5,000 a year. These taxpayers will not file tax returns after this year. The withholding levy will be high enough to cover Uncle Sam's demands and the employer will collect it.

The 6% normal tax and the initial 13% surtax, plus the victory tax, are to be combined and called a normal tax of 22%.

Changes are made in personal exemptions. Instead of the $500 exemptions for single persons and $1,200 for married couples, there is to be a flat exemption of $500 for each person. Childless married persons and married persons with one child will pay more; married persons with two or more children will have a small saving.

KEEPING WELL DURING WARTIME

By Myrna Harder

It's patriotic and important for us to keep healthy so we can shoulder our share of the work. We must be equal to our own and added duties to help win this war. We need extra energy to take standing, lifting, and walking to keep us on duty for long hours.

Physical activity tones the muscles and helps circulation. Taking a brisk walk before going to bed is a fine thing, filling your lungs with fresh air. It is also fine to take a walk in the daytime if it is only a walk around the block. Walk to and from the market, or with the children to school. On Sundays take a long hike or go on a picnic to get fresh air and exercise.

Baseball, tennis, croquet, pitching horseshoes, bicycling, all use muscles that are often neglected. Work in a victory garden now is an excellent chance to exercise unused muscles. Organize a group of friends for a weekly bowling or swimming party.

Just because you can't drive your car any time you wish is no sign why we should just give up and stay indoors. It is not good for us physically or mentally. If we do stay home, however, there is table tennis, badminton, and dancing.

If you are limited for space, skip rope in front of an open window. Do setting up exercises, bending, stretching, swinging of arms and legs. The proper breathing and exercise of expanding the chest will also stimulate the appetite.

Our attitude of mind is also important. Don't waste time worrying about things which might happen. Keep busy, keep the mind occupied with useful things which will keep us from becoming morbid.

Hobbies are fine mental conditioners. Collect stamps, records, become interested in photography, gardening or flower arranging. Keep a pet, play games, such as chess, checkers, dominoes or cards. If you play golf, tennis, etc., improve your game by reading or instruction. Soon this study will become a hobby.

The proper diet is one of the most important issues to consider in keeping fit. First, don't overeat. This is a common failing and is definitely strength taxing. Skip the in-between and midnight snacks, eat simple foods.

When you are busy or have a short lunch period, don't try to cram a full-sized meal down in a few minutes' time. A glass of milk or an eggnog with a sandwich will have enough nourishment to tide you over until dinner-time. A tasty and a conditioning lunch is a salad and milk, or a sandwich with lettuce and all the trimmings.

We adults, or many of us, guard our children's diets and forget our own. We also must eat body building foods when working hard. Meats, fish, eggs, milk, cheese, etc., build muscles and furnish energy. Sugar, starch, syrups, candy, cereals, etc., are immediate energy foods and are quickly absorbed.

Fats, egg yolk and cream are the highest in caloric and energy foods. They are filling and digest slowly, are stored in the body for use as body heat. Fruits and vegetables are important for roughage and for the vitamins and minerals they contain.

For those who must rise early it is wise to retire early. If you are on the night shift it is important to obtain the same amount of rest in the daytime as one who works the day shift and rests at night.

If you find it hard to get to sleep after retiring, first you must try to clear your mind of the day's problems. If you are one who tosses and turns, perhaps your bed is too comfortable. Many people, especially after thirty-five years of age, need a firm support for their backs while sleeping. Some, however, sleep better with a more flexible mattress. Relaxing, exercises, warm drinks, pre-bed walks promote sleep. But the important thing to remember is, that to keep fit and on the job it is necessary to get at least six to eight hours of sleep every night.

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STORES IN GREEN BAY AND APPLETON

Sometimes we don't write to him today because we say, "Well, I haven't been doing very much lately so there isn't much to tell him." But that boy is looking for a letter and wondering when he is going to hear from you. Have you ever wondered what makes a letter interesting? It has been said by those who censor letters that a good letter is one in which you "let your hair down"! Recall the good times you had and the things you laughed at. Make your letters light and cheerful, it helps them so much. Enclose clippings and cartoons. If you went to a movie and something in there reminded you of him—tell him. You will be surprised how interesting your letter will become. There is another idea that has popped up recently and while it takes a little time, you yourself will become interested in it and the joy that you will bring to him and, in fact, his whole company. The idea is to make up a little paper from cartoons, drawings, pictures and wording that can be found in magazines and papers. Have you ever looked at the ads in magazines and seen how funny they would be if a word or two was taken out or added here and there? Try it sometime.

TWO WAYS TO SERVE CANNED BEANS

VICTORY BEANS: Empty 1 quart beans into saucepan; boil 5 to 10 minutes. Drain and save liquid. In the meantime lightly brown 2 tablespoons chopped onion in 3 tablespoons bacon fat. Add 6 tablespoons vinegar, 2½ tablespoons sugar, dash of pepper and bit of bay leaf. Bring to boil. Pour this sweet-sour sauce over beans.

SPICY GREEN BEANS: Empty 1 quart canned beans into saucepan; boil 5 to 10 minutes. Drain and save liquid. Add 2 tablespoons fat, 3 tablespoons pickle relish and salt and pepper to taste. Cover, let simmer 5 minutes to blend all the flavors.

SEVEN WAYS TO USE CANNED TOMATOES

1. Add your favorite herb while heating tomatoes to serve, but do it sparingly; a bit of sweet basil, summer savory, marjoram or thyme—these are all good choices.
2. If tomatoes are very juicy add some tiny toasted bread cubes, corn flakes or other crisp cereal.
3. Make into sauces to use with spaghetti, macaroni and such; creole or Spanish for rice and noodles; Italian meat for spaghetti; cheese and tomato for macaroni.
4. Use in casserole dishes and stews; perfect medium for leftovers.
5. Heat with onion, bay leaf, celery seed, pinch of sugar; strain and chill for tomato juice.
6. Strain and use purée as base for cream of tomato soup.
7. Use strained tomato for jellied salads with unflavored gelatines.

Pfc. Anthony Tomasino, formerly of C-5, was at the Union office on May 31st. He is back from the Southwest Pacific and is now stationed at Algona, Iowa.

He says "hello" to all his friends.

MONTHLY-PUBLICATION-OF LOCAL-1061- I. A. M.

WRITE A LETTER TO HIM TODAY

The Beacon

Of Cream City Lodge 1061

Volume 6 | MAY 3, 1944 | Number 5

Senator Urges White Collar Recognition

Lodge News

All members of Lodge 1061 are urged to be present at the Sunday meeting, May 14th. At this time the proposed changes to the by-laws will be read for the third time and acted upon.

Many of the proposed changes directly affect every member; and so the proposed third reading was postponed from April 26th to May 14th so that a larger number of people could be on hand to take hand in the deliberations.

We again urge you to attend!!

On Sunday, April 23rd, about 100 members of the steward body, officers and committee members held a party at St. Emeric's Hall, located at N. 17th and W. State Streets. Music for the evening was furnished by Max and his Merrymakers.

The party was scheduled for 8 o'clock. At that time though, there were only a few people who had braved the inclement weather to come. As time passed though, some more began to show up and it wasn't long before a good crowd was on hand.

The hall had a patriotic touch, the committee for the party having strung red, white and blue streamers across the ceiling.

Max and his Merrymakers provided music for dancing. High point of the evening was a mixer which seemed to go on and on, and which had the dancers clamoring for more.

The refreshments were delicious. Besides the inevitable beer and soda-water, the committee prepared some delicious wieners that didn't require any coaxing to have them eaten. Most of the people went back two and three times.

Considering the bad weather, the party was a success from an attendance standpoint, although it did keep away several familiar faces. The wieners which would have gone to them, had they come, went to the USO instead, which we're sure they won't object to.

DEADLINE FOR JUNE BEACON

Many people wonder why material submitted to The Beacon does not get printed. Oftentimes the material is received too late for publication. Some of the news then is too old to be placed in the following issue.

We shall therefore inform our readers each month the deadline date for the following Beacon.

Have your material for the June issue at the union office by 5:00 P. M. May 29th.

FORTRESS WITH ABUNDANCE OF 13's IN HER LIFE MISNAMED "HARD LUCK"

AN EIGHTH AAF BOMBER STATION, England—The Fortress known as "Hard Luck" was misnamed because of the great number of 13's in her life. The Fort's serial number ended in 13. The digits of her serial number —23413—totaled 13. When the ship was flown from a field somewhere in the U. S. to join the Eighth AAF in England, her thirteenth stop was the destination—the base from which she has now been bombarding Germany for the last six months. When Number 23413 landed here, the day was Friday, August 13th.

It didn't take a lot of imagination to christen the ship "Hard Luck." That was inevitable. It was also libel, for in every way this Eighth AAF Fortress has given the lie to the jinx number and her name.

To date the big bomber has flown the Atlantic, has made twenty-seven combat missions over Nazi Europe, has dropped about 125,000 pounds of bombs on German targets, has been on more practice missions and local flights than can be counted—and all of this without a single change of engines or superchargers!

It really takes an engineer or a member of a ground crew to appreciate what "Hard Luck's" engines have done during the 384 hours of flying marked on her time sheet when that twenty-seventh mission was chalked up.

An engine, for all its terrific power, is a delicate precision instrument. It can't be abused—not if it is to continue functioning. It can't be neglected if the crews are to come back safely. A careless or unskilled pilot can ruin an engine in a few minutes. But "Hard Luck's" pilots haven't been that kind.

The first regular skipper was 1st Lt. John M. Mitchell of McPherson, Kansas. Somebody had flown the bomber down from the plant and delivered it to the crew that was to take the jump across the ocean to England. Lt. Mitchell was the first assigned commander, and after he and his crew and "Hard Luck" got acquainted, they took off to fly the Atlantic and join the Eighth AAF.

After that it was the real business for "Hard Luck." Time and again the Fortress went out far and wide over Europe to blast German war industries, attacking targets in Paris, Emden, Frankfurt, Schweinfurt, Duren, Munster, Bremen, Gelsenkirchen, Solingen, Kiel, and many others.

"Hard Luck" didn't go unscathed. There were flak holes and bullet holes. German fighters fired 20 mm. cannon shells into her. At other times she was the target for rockets. But never once did they find a vital spot; never was an engine put out of action, and never did one of the vital superchargers fail.

"Hard Luck"—name, numbers and all—became the pride of her ground crew. Nobody else thought much about her one way or another. The ground crew was responsible for those engines and blowers and for all the repairs, and for seeing to it that old Number 13 came up to the line on every mission in perfect shape. But that was only what was to be expected of a ground crew.

Five hard-working men, under the direction of engineering officer Captain Donald J. Blazer of Appleton, Wisconsin, have kept "Hard Luck" free from trouble. T/Sgt. Glenn M. Myers of Panama City, Florida, heads that crew. His assistant crew chief is S/Sgt. Alex B. Sokolosky of Sheboygan, Michigan. Then there are Sgt. Amos Hill of Endwell, New York; Cpl. Leonard F. Muezynski of Mainstree, Michigan; and Cpl. Robert Myers of Ontario, California, who is chief of the armament crew.

It was when it came time for Lt. Mitchell to fly his thirteenth mission that the men on this veteran bomber base began to pay attention to "Hard Luck." The pilot didn't like the abundance of thirteens when he went out to take off on his mission number 13. He found the ship sitting in Dispersal Area 13. The Kansas pilot was frankly a bit concerned.

(See BOMBER, p. 8, Col. 1)

Brothers Ray Bailey and Bernard Parker, business agents of District 10, were elected by Lodge 1061 on April 26th to represent it at an educational conference to be held at the Schroeder Hotel on May 13th.

The resignation of Robert Dahinden as a delegate to the Federated Trades Council District Board was read and accepted at the regular Lodge meeting held on April 26th.

In a very close vote, Julius Drozewski defeated Howard Smith to fill the vacancy.

Senator Elbert D. Thomas of Utah in an article appearing in the May issue of the American magazine gives an amazing disclosure of the millions of underpaid white-collar workers in America.

Under the title, "20,000,000 Forgotten Americans," the Senator, who is chairman of the Senate committee on education and labor, defines the white collar workers as the "neglected millions." Many are losing their homes, insurance and life savings in the struggle to keep going. Their very existence is threatened. "Crush the white collar workers," the Senator says at the end of his interesting treatise, "and you cripple America."

It is very easy to criticize the white-collar workers for their failure to unite and organize under the A. F. of L. Office Workers' Union. However, we of the I. A. of M. and the A. F. of L. must realize that condemning and simply letting it go at that is the wrong attitude to take. Since organized labor must do business and come in contact every day with the unfortunate white-collar class, then we must pledge our support in money and time to a general organization of these underpaid workers.

The present membership list of the I. A. of M. boasts over 700,000 names and by the end of the year it is very likely we will have a million members. Similarly, other trade unions whose rank and file are engaged in the various war industries have swelled memberships due to the influx of new workers through the insistence of the government and the demands of management in order to keep up production.

This general increase in memberships among trade unions throughout the country undoubtedly means that financially the various locals and national offices have prospered.

A little investigation will show you that many of the so-called war workers who hold union cards were formerly white-collar workers—possibly maids, retail clerks, salesmen, bookkeepers, typists, etc.

It would seem that we who are really union-minded and understand the meaning of our affilia-

(Continued on Page 8, Col. 1)

LODGE MEETINGS

Sunday, May 14, 1944, 9:00 A. M.
Wednesday, May 24, 1944, 8:00 P. M.

Steward Meeting
Tuesday, June 6, 1944, 7:30 P. M.
951 N. 4th Street.

The Beacon

1227 West Clybourn Street
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Are You Delinquent?

The subject of delinquency with regard to payment of dues like absenteeism, rationing, purchasing war-bonds and numerous other items too numerous to mention is probably becoming overworked in the eyes of many.

We are reminded of the story of a minister who on various occasions was invited to be a guest-preacher at a certain congregation. Each time he spoke on the subject of repentance. After the fourth time, someone asked him why he always spoke on repentance. Without a moment's hesitation he replied, "When the people repent, I will no longer speak on repentance."

We might paraphrase his remarks to read, "When delinquency ceases, we shall no longer speak of delinquents."

The problem of reducing the number of delinquents each month should be the concern of every member of the Lodge, for it only incurs needless expense which could be used much more advantageously some place else. Brother Herman Luedke, financial secretary, has appealed to the members from time to time through The Beacon to help remedy the situation.

The fact that most members do manage to get their dues paid before being dropped only serves to further illustrate that we can keep our dues paid up.

You can help to eliminate a lot of needless work and needless expense by paying your dues on time.

Montgomery Ward Stalls

In as severe a tongue-lashing as we have yet to see in the public press directed against a large firm, The Milwaukee Journal denounced the Montgomery Ward mail-order house for its stalling tactics and labor-baiting methods. The Journal went so far as to actually approve the strike which the workers finally staged.

When we read editorials of this kind, it makes us wonder if perhaps some of the people who have opposed labor for so long are at long last awakening to the fact that labor not only should be dealt with, but that labor is intelligent enough to bargain with.

For too many years, large corporations throughout the country have adhered to the idea, "We're the boss—we're the ones who are running the show—if you don't like it—QUIT." Well, the plain fact of the matter was that the average working man was in no position to quit. His whole economic life was based on his job at the shop. Then, too, there haven't been many periods in America's history that jobs were plentiful enough that the average worker could change jobs at will.

Thus did the worker find it necessary to keep his grievances to himself and happy was he who could find a place to work at which paid fair wages and offered fairly decent working conditions.

When labor did finally discover itself, it learned the simple truth that, without its services, the manufacturer was helpless. Without his help, the "boss" couldn't make any money either.

There has been a period of adjustment in our economic life during which time both Labor and Management have come to learn that each is dependent on the other; and the problems of one are often the problems of the other to be mutually worked out.

Montgomery Ward has not only lost the respect of the workers and many industrial leaders but has clearly shown itself to be way behind the times in the treatment of its help.

PERHAPS IT'S WELL FOR LABOR TO REMEMBER ITS FRIENDS.

Still Waiting—And Hoping

In the lower right hand corner of this page we have reprinted a cartoon which clearly illustrates that we are all, in a sense, the man in front of the desk. There was a time when all we had to do was debate with the management over a three cent raise. Now we find ourselves debating with half a dozen war agencies besides to get a raise.

The only consolation, if any, is that the rest of the folks throughout the country are in much the same boat as we are. The only trouble is that the boat is getting a little crowded. With a little help from the War Labor Board we can get a few out of that boat.

Industry Strikes Too

In his speech at Boston University printed in last month's Beacon, Eric Johnston, president of the United States Chamber of Commerce, made several pointed suggestions to labor and management. He proposed, among other things, that labor and management sign a pact which would contain various clauses. One clause interested us especially. It said, "We will try to reduce the number of our 'strikes' which withhold inventions and products."

It is a source of common knowledge that for many years the public has been deprived of a number of beneficial inventions simply because the industries in question feared that the manufacture of them would reduce their profits. One invention in particular which affects practically every wage earner in America will make it possible to run your car about forty miles on one gallon of gasoline. The same industry paid the inventor of the Stanley Steamer automobile a handsome price for his patent.

Obviously the withholding of an invention which will increase the mileage per gallon of gasoline for your car is a distinct detriment to the average American. Not only is the public being deprived of something beneficial, but the petroleum industry, through its shortsightedness, is only depriving itself of even greater profits.

Rather than selling less gasoline, there actually would be more gasoline sold than before. It would be much cheaper to travel long distances, so many more people would be induced to take extended trips. This means more oil would be sold, the tire industry would benefit, the many tourist homes and restaurants along the way, besides the countless numbers of filling station owners, would profit as well. Thousands of people throughout the country would benefit simply because it would be cheaper to travel.

The same principle applies among other industries as well. The petroleum industry has not been the only offender. History has shown that whenever something beneficial to the public has been made available, not only has America and its people benefited, but the ones who made them possible have also benefited.

Yes, many manufacturers throughout America would do well to accept this sound advice from one of their own leaders.

Should Labor Be Drafted?

A question that is being asked frequently is, "Should Labor Be Drafted?" This is a question that affects almost every civilian in America and one that requires clear, constructive thought.

Ask this question of any man in uniform and it is quite likely that he will answer without hesitation, "Yes," especially if he was a draftee instead of a volunteer. Put this same question to a civilian and the opinions expressed might easily number the amount of people asked.

It is evident at the outset that emotion or a regard for one's own position should play no part in arriving at a decision. A soldier who has been drafted and who has had to face many harrowing experiences quite naturally feels that the people back home should be drafted, if necessary, to supply him with the guns, ammunition and food to enable him to fight.

Apparently the need for drafting labor will be the final determining factor just as the need for troops made the drafting of men for the armed services necessary.

America gained its independence without a single conscriptee. It fought the Civil War without drafting any men. It wasn't until World War I that the need for men in the army exceeded the number of volunteers.

The very thought of conscription is repugnant to the American people, who are a freedom loving people and who aren't in the habit of being told what to do. Many honest-thinking people believed conscription to be a violation of our constitutional rights. The Supreme Court wisely pointed out though that a country which gives so much to its citizens has a right to ask something in return.

Numerous congressional reports have repeatedly lauded labor for its splendid record. Labor is far ahead in its production quota. *Frankly, it has done better than was expected of it.*

Let the record speak for itself. Don't draft labor until the people have shown themselves unwilling to produce for the boys at the front.



—Dave Gerard in The American Magazine.

"Thought you might like to know, Oakley, I have the Office of Price Administration, the National Labor Relations Board and the Office of Production Management all working on that request for a raise you made."

COLUMN ECLECTIC

By Art Anello

(Eclectic: to select, pick out. Selecting; choosing; not original nor following any one model or leader, but choosing at will from the works of others).

Which is heavier, a pound of gold or a pound of feathers?

Feathers are weighed by using the avoirdupois system of weights, gold is weighed by using the troy system. The avoirdupois pound is 7000 grains or 16 ounces; and the troy pound is 5760 grains or 12 ounces.

Therefore, a pound of feathers is heavier than a pound of gold.

Our measuring system is too confusing and should be shelved and forgotten and in its place use the metric system.

The present is the ideal time to switch to the metric system. Our fighting men overseas have been trained to use kilometers, meters, and liters in their tasks. In our reconversion from war to peace tooling we should adopt the system.

Some large industries have switched over. These factories showed a great saving of time and wear and tear of the brain. Our radios are tuned in meter. The doctor's prescription is written in metric.

The metric system would eliminate fractions, which means a year applied to another study in the place of fractions. For industry, the monetary saving would be more interesting.

The army uses four measurements of gun size: Inches for coast artillery, millimeters for field guns, caliber for rifles and machine guns, and gauges for shot-guns.

Our present system of measuring was started by some absurd individuals. The foot was originally anybody's foot, disregard the shoe size. Edward II standardized the inch as the equivalent of three barleycorns. Henry I called a yard the distance from his nose to the right thumb. The rod was the sum of the 16 left feet of the first 16 men to leave from church on Sunday.

The metric system was started by the French during the French Revolution. The meter was chosen as the basic unit, a meter being one-ten millionth of the distance from the Equator to the North Pole.

The adoption of the metric system would undoubtedly give us a great advantage in world trade.

If the United States would adopt the metric system the British would have to follow suit.

Congress legalized the metric system in 1866. In 1926 bills were introduced in Congress to make the metric system compulsory, but a small vocal minority opposed the bill. This opposition gave way to a gross misconception that all machines would have to be scrapped. The bill of 1926 allowed ten years for changes on road signs, mile posts, scales, and calipers. By this time a large amount of that equipment would be scrapped and be replaced with machines calibrated in metric.

A survey of educators, manufacturers, engineers and physicians showed 80% in favor of a change in system. Let's hope the post-war system is metric.

"WHAT'S WRONG WITH MANAGEMENT?"
A Sequel

(The following is the most remarkable letter, among over 8000, received as a result of the Contest announced in the June Digest, soliciting specific complaints on "What's Wrong with Management?" It was written by a man whose prize-winning entry appeared in the October issue of The Reader's Digest.)

————, Pa.
October 15, 1943.

Dear Sirs:

Many things have happened here at the —— Company since I first sent you my letter on "What's Wrong with Management?" I continued being an active member of my Union, being elected Financial Secretary, member of the Victory Production Committee, member of the Negotiating Committee and Shop Steward. These activities kept me busy and also educated me to the point where I realized that Collective Bargaining was not a one-sided affair, but one in which Common Sense, Reasoning, Honesty and Fair Play were the ruling factors. In all of my discussions with Management, I would argue like Hell if I knew in my Heart and Soul that I was right, but I was willing to admit to being wrong, if proven so. I tried to be as Honest and Sincere as I possibly could.

On September 4, 1943, I received a phone call from the Assistant General Superintendent, Mr. Blank, asking me to come to his home that evening to talk over a personal matter with him. I went, and he came right to the point and told me that the top Management of the Company had come to realize that Something was wrong somewhere on the ladder between the lowest paid worker and the highest Officials of the Plant. He stated that the Officials in the Management were so busy that they had lost contact with the workers of the Plant. Management had come to the decision that it was necessary to appoint a Labor Counselor, who would be directly responsible to the top Management of the Company. It required a man who was Honest, Unafraid, Sincere, Reasonable and one who could be Trusted. He asked me to take the Job.

Well! You could have knocked me over with a feather. I thanked him for considering me, but reminded him that I had not even a full High School education, and no College education at all, and that I felt that he and Management had very highly overrated me and I felt sure that the Company needed someone who had more education than me.

Mr. Blank laughed and pointed out that most of the Officials of the Plant were men who had worked their way up from the ranks. He told me that he had no College training and the fact of the matter was that only one of the High Officials was a College graduate and that this Official had worked his way through College. Mr. Blank told me that if I took the Job I would discover that Management was a firm believer in Democracy and that they judged men on their words and actions rather than on the number of Diplomas they had. He also said that Management and Union had held several Conferences and that they had jointly agreed that I was to be offered the Job.

I met with the Union Officials and they told me the same things. Both sides insisted that I was not to be a Stooge but was just to play fair and be Honest. Both sides agreed that sometimes my decisions were bound to be against them, but as long as I was fair, they would be Men and accept it.

Well, with the workers trusting me, the Company trusting me and the Union Officials trusting me, I could do nothing but accept the Job. I warned them that maybe I couldn't do it, but I was not afraid to try.

I went to work on September 10, 1943. BUT, with so many things on my mind I had completely forgotten about writing an Article for Reader's Digest's "What's Wrong with Management" series. On September 17, 1943, I received a letter from Reader's Digest with a check for 100 Dollars and a notice informing me that my Article would appear in the October Issue. Well, I think my Heart sank down around the basement somewhere, but I decided that the only fair thing to do was to tell Mr. Blank and the Company all about it.

Before I could do so, however, Reader's Digest was sent to its Subscribers and that evening one of the Officials of the Company in reading through it discovered my Article and immediately recognized it as pertaining to our Plant, but did not know who had written it. The following morning, the Management of the Plant held a Conference about the conditions described in my Article and decided to do something about them. They called me in and told me about the article and said my first Job would be to overcome such conditions, and in the future see that things like this did not happen again. (They never dreamed that I was the Author of this Article.)

I then told them that in all fairness I felt that it was my duty to explain to them that I had written the Article and that I felt I should resign and go back to my former Job. Mr. Blank told me that I was foolish for talking this way, and told me that I would be in a better position to correct these kinds of Mistakes as I already knew about them. He said, "You see, my boy, That is the Essence of Democracy, Admitting your Mistakes and then trying to correct them."

Well, I ask you, where in the world could a story such as mine happen, except in the U. S. A.? Where could a poor man with not much Education ever get such a chance as mine? Isn't my story proof that Democracy is worth fighting for? Doesn't it prove that men who are Free Born under Democracy, who are firm in their convictions and are not

(See Management, p. 8, Col. 2)

BLOOD DONORS

The response of many of our members in the matter of blood donations to the Red Cross has always been whole-hearted and generous. Many of our members have also responded to the call of blood transfusions for their fellow workers and relatives. We believe these people should also be commended and recognized.

The medical department at Orchard Street submitted these names as having given blood during the past few weeks. Many have contributed two and three times.

C-5, John Bidney, Harry Gorski, Frank Pawlek, James Daly, Burdette Dunn, Arthur Zamzow, Ralph Muthers, Herbert Unke, Adolph Scheer, Robert Zimney, Arthur Moe, Rudolph Jones, George Lanen, Edward Kingsbury, Renolder Pechmann, Leo Benski, Tony Lemanczyk; C-18, Philip Meisenheimer; C-23, Arthur Hassinger, John Jago; C-25, Anton Maier; C-26, Harry Schlickenreiter; C-44a, Eugene Reisel; C-45, Eric Marker, Francis Loftus.

Meet the Staff



Julia Hart

We present Julia Hart, the business manager of The Beacon.

Julia began working at Cutler-Hammer on June 2, 1942. She joined the union August 9, 1942, and it was a year later she became an active member. Besides being business manager, she is a member of the Red Cross Blood Donor Committee and a Delegate to the Federated Trades Council.

She attended Bay View High School, where she completed three and one-half years of the Stenographic course — and was secretary for three teachers, as well as a reporter for the high school paper.

Enjoys all sports, but above all rates dancing and parties highest. Favorite pastime is hand craft.

Next month: Arthur Anello.

Letters From Our Mail Bag

Dear Brothers and Sisters:

Been several months since I've written; it wasn't negligence on my part, however, because we were fairly busy in the Pacific theatre. Evidently you all read about the operation in the Marshall Islands. I'm in one of the Artillery outfits that played a major part in that campaign.

I'd love to tell you a little about the operation. It was quite an experience since it was the first time that property, originally belonging to the Japanese, was taken away from them. As you know, I'm in the artillery, so naturally that's the thing I'd write about. Newspaper correspondents called it "A Historic Artillery Bombardment." It's rather difficult to write about.

After landing on one of the islands and fixing loads of ammunition, the hour we all waited for came. The artillery began firing. It really took only a few seconds after the signal was given until there were hundreds of shells whizzing through space. Shells were landing on these various islands every second for days on end. I'm not exaggerating, believe me, when I say that the field guns were firing like automatic weapons. Later, when the infantry landed, they were supported with smoke from artillery shells; that, too, made those targets so much harder to hit. The infantry soon were well inland; then they called for fire on targets that they observed. Those specific targets were soon reduced to nothingness. The infantry was permitted to advance over several yards of beach or terrain. This type of firing went on for days. After about the fifth day, most of these islands looked like barren sandbars. Hardly any trees standing. Only battered stumps, blockhouses, and pill boxes that the Japs used were only twisted blocks of concrete and metal.

All in all it was quite a scrap, a well planned one, you might say, because American casualties were rather low in comparison to Tarawa.

I've written briefly of what took place on the Marshalls as I saw it. However, we must remember that there was also the Navy and the Air Corps; they, too, did a perfect job. Once again I say it was quite a scrap. The Japs sure caught heck.

Running out of words at present, so in ending this letter, let's all hope this war ends soon, real soon. Till later, so long. Will be seeing you after it's all over.

As ever,

Cpl. Sylvester J. Ratajczyk,
36214474,
A.P.O. No. 7, c/o Postmaster,
San Francisco, Calif.

Pvt. Orville Mussfeldt *of the Pomona Ordnance Base, in California, sends his best wishes and regards to all the boys in C-5.*

Greetings, Gentlemen:

I just received the Christmas issue of The Beacon. It is now being sent to a very old address. Please change my mailing address to the one on the outside of the envelope. It's mighty swell to get recent news from old C-H.

I now have 21 missions on heavy bombers here in Italy. If possible send this letter to the Inspection department in C-20. Jack Schrankel and the boys may like to see it. I'm flying as a navigator and have an F. W. 190 to my credit. "Bud" Holz, another former inspector in C-20, is stationed near me. I guess that's about all that I can say from this end.

I sure would like to hear from some of the old gang.

Yours, "Young Tom,"
Lt. Thomas J. Gamm,
D-811618, A.P.O. 520,
c/o Postmaster,
New York, New York.

Fightin' Talk

T/S John A. Steiner, *formerly of Dept. C-1, says he thinks they are very poorly represented, and wants to know what's the matter. He says they weren't that dead when he worked there. How about that, boys?*

P.F.C. Florian R. Kowalewski would like to say "hello" to all the boys and girls from C-17 and if some of the letters aren't answered right away he'll still answer. He would also like to say "hello" to the workers in the plant. Perhaps they would know me better if I told them that this is "Lulu" writing.

Cpl. Al. H. Herkowski *says hello to all the old gang in C-25 and C-17. He doesn't hear from any of you and wonders if you are all asleep. How about showing him that Dept. C-25 is still awake by dropping a line? His address is in the "Will You Write a Letter" column.*

S/Sgt. Eugene Hetzel has left the U. S. A. and is now somewhere in Italy. He says he can't tell much about the place yet, but promises to write more later. How about dropping Eugene a line, fellows?

S/Sgt. Elroy Dettman *says to give all his friends in C-28 a very special "Hello" and he's hoping to see you all soon.*

Sgt. Walter J. Samsel who is stationed at Camp Robinson, Arkansas, would like some of the fellows and gals in C-6 to loosen up their arms a bit and drop him a line or two.

Pvt. Fred Graun, *of Camp Ellis, Ill., sends his regards and a big "hello" to all his friends in C-45. He wishes the boys would write to him when they have time. How about that, boys?*

WILL YOU WRITE A LETTER?

C-1
Pvt. Haily Stay, A-609910, 373 B. H. H. and A. B. Sqdn., WAC Unit, Peterson Field, Colorado Springs, Colorado.
S/Sgt. Eugene R. Hetzel, 16048108, A.P.O. 520, c/o Postmaster, New York, New York.
Pvt. Walter H. Ensslin, 36808042, A.P.O. 6, c/o Postmaster, San Francisco, California.
T/5 John A. Steiner, 36247698, 804th Ord. Co., (LM), A.P.O. 104, Camp Carson, Colorado.

C-3
Pvt. Jack J. Foti, Btry. "A", 444th A.A.A., A. W. B. N., Fort Fisher, North Carolina.

C-4
Pfc. Ervin Zablocki, 36238291, A.P.O. 758, c/o Postmaster, New York, New York.

C-5
Pvt. Orville H. Mussfeldt, 36838437, 3040 O.B.A.M. Co., 142nd O.B.A.M. Bn., Pomona Ord. Base, Pomona, California.

C-6
Sgt. Walter J. Samsel, Co. A., 125th Inf. Bn., 80 Regt., Camp Robinson, Arkansas.
Pvt. John Hackl, 36836758, Co. C, M.D.E.T.S., Bks. 255, O'Reilly Gen. Hospital, Springfield, Missouri.
Pvt. Arthur O. Johnson, 36287155, Ward 9, Fitzsimmons Gen. Hospital, Denver, 8, Colorado.
Cpl. Donald L. Wade, 16129301, A.P.O. 782, c/o Postmaster, New York, New York.
Pvt. Clarence H. Ortmann, 36269942, Co. B, 744 M.P. Bn., Base General Depot, San Bernardino, California.

C-6B
John F. Strom, S 2/c, Co. 1236, Sec. 3, Torpedoman School, Coddington Point, Newport, Rhode Island.

C-7
S/Sgt. Leonard Schuuta, 36283440, A.P.O. 634, c/o Postmaster, New York, New York.
Cpl. Peter T. Poos, Jr., 36274564, A.P.O. 230, c/o Postmaster, New York, New York.

C-8
Lt. Herman E. Myrold, 0712208, Replacement Depot, Barksdale Field, Louisiana.
S/Sgt. Charles N. Thoms, 16092143, A.P.O. 12853-B, c/o Postmaster, New York, New York.

C-10
Sgt. Joseph Janaszek, 36282466, Co. C, 64 Arm'd Inf. Bn., 16 Arm'd Div., Camp Chaffee, Arkansas.

C-11
Pvt. Lawrence J. Seroczynski, A.S.N. 36810440, A.P.O. 716, c/o Postmaster, San Francisco, California.

C-12
Pvt. Fredrick W. Kophamel, 36805455, A.P.O. 9788, c/o Postmaster, San Francisco, California.
Pvt. Leonard J. Susalla, 36289035, Cannon Co., 411th Inf., A.P.O. 470, Camp Howze, Texas.

C-14
Pfc. Robert Pattison, 36293711, A.P.O. 308, c/o Postmaster, New York, New York.
Pfc. Alfred M. Diessner, A.S.N. 16129060, A.P.O. 464, c/o Postmaster, New York, New York.

C-20
Cpl. Frank Liska, 36235814, A.A. Force, 32nd Base, Hqrs. and Air Base Sqdn., Amarillo Army Air Field, Texas.

C-21
Nellie T. Ferri, A.M.M. 3/c, A. & R. Dept., N.A.S., Seattle, Washington.

C-25
Cpl. Al H. Herkowski, 637 T.S.S., Flight "B," Boca Raton Army Air Field, Boca Raton, Florida.

C-28
Cpl. Sylvester J. Ratajczyk, A.P.O. 7, c/o Postmaster, San Francisco, California. U. S. Army, 36214474.
S/Sgt. Elroy E. Dettmann, A.P.O. 572, c/o Postmaster, New York, New York.

C-29
Cpl. Claud E. Talley, 36211097, Btry. B, 388th A.A.A., A.W. BN., Camp Stewart, Georgia.

C-29J-1
A/C Jerome P. Mueller, Class 11D, Av. Cad., Reg. U.S.N.A.T.C., Corpus Christi, Texas.

C-32
Pvt. Helena Kosina, A609711 Wac, A.R.T.C., Fort Knox, Kentucky.

C-45
Lt. Thomas J. Gamm, 0811618, A.P.O. 520, c/o Postmaster, New York, New York.

C-48
Pvt. Fred Graun, 36272512, 121st Gen. Hosp., A.S.F.U.T.C., Camp Ellis, Ill., B. 3603.

C-108
Pvt. Albert F. Budzisz, 16117277, Cl. 44-17, Bks. 241, 1st Tng. Det. H.A.A.F., Harlingen, Texas.

Pvt. Fredrick W. Kophamel, at San Francisco, California, would like Pfc. Warren Stingel to write to him, as he has lost the address.

We have a request from **Pvt. J. Seroczynski** *to have Clarence J. Hoff of Dept. C-2 write him a few lines. He thanks you in advance for the letter he is going to receive.*

Pvt. Clarence H. Ortmann, formerly of C-6, says "hello" to all his friends in C-6 and C-6B. Quote, "I hope they are all still working as hard as ever and also keeping the 'Bars' open like they did. Sure could use some good beer right now, but all I can do is live in hopes."

Lt. Herman E. Myrold *has finished his cadet training and was commissioned February 25th, at Childress Army Air Field, Texas, as a bombardier-navigator. He says "hello" to the gang in C-8, and he hopes to hear from some of you soon.*

We received a very nice Easter Greeting from **P.F.C. Alfred M. Diessner,** formerly of Dept. C-14. Thanks a lot, Alfred. How about some of the gang in C-14 dropping a line to Al?

Lt. Thomas J. Gamm would like to say "hello" to everyone in Dept. C-20. He's a navigator on a heavy bomber somewhere in Italy. "Bud" Holz, another former Inspector in C-20, is stationed near him.

Nellie T. Ferri, *A.M.M. 3/c, has been promoted to Aviation Machinist's Mate, 3/c, since she has last written. Congratulations on your promotion, Nellie, and good luck.*

Joseph Janaszek, of Camp Chaffee, Arkansas, has been promoted to the rank of Sergeant. We are proud of you, Joseph. Keep up the good work.

Pvt. Jack J. Foti *of Fort Fisher, North Carolina, would like to say "hello" to all his friends in C-3 and to keep up the good work.*

Pvt. Martin Gregorcich, son of Mr. and Mrs. Frank Gregorcich, 601 South Sixth St., Milwaukee, was a recent visitor at the St. Louis Servicemen's Center Auditorium. Gregorcich was formerly cooking instructor at Jefferson Barracks, Missouri, and is now in charge of the stockroom for the mess halls there. A graduate of Boys' Technical High School, Gregorcich was employed as an electrician at Cutler - Hammer, Inc., prior to his induction.

Brewers Picked To Repeat

For the second straight year, the Brewers are picked as the team to beat in the American Association pennant race. In spite of the loss of such veterans as Grey Clarke, Tony York, Don Johnson, Heinz Becker, Bill Fleming, Wes Livengood, Joe Berry, and Hank Helf from Charley Grimm's 1943 pennant winners, the Brewers have made the necessary replacements to insure Milwaukee another fine ball club this year.

The Brewer outfield promises to be the best in the league, not only in regulars but in reserves as well. Herschel Martin, Hal Peck, Bill Norman, Frank Secory and Ted Norbert certainly line up as an outfield combination that will be hard to beat. Although first base is open (and we think Heinz Becker will be back with us), Charlie has big Bill Nagle at third base, Dick Culler at shortstop, Tommy Nelson at second, with Ed Schiewe in reserve. According to all reports, Nagle packs a lot of power in his bat and plays a fair piece of third base. Dick Culler, the crack St. Paul shortstop of the 1942 season, and Tommy Nelson will team up as the best double-play combination in the league.

Julio Acosta and Charley Gassaway, left-handers, together with big Hy Vandenberg, Owen Scheetz, Bob Bowman, Hearn, Charlie Sproull, Jack Farmer and Vern Godfredsen form the Brewer mound staff with Earl Caldwell on hand to handle the relief duties. Behind the plate, Jimmy Pruett will do a fine job capably assisted by a young recruit.

So get set for another big season of baseball at Borchert Field and plan to attend as many games as you can.

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Girls Display Bowling Prowess

The Machinists 1061 No. 2 team certainly carved a niche for themselves in the Women's League. Although they placed ninth, that is only half the story. Only one bowler had ever done any league bowling before, and another was a newcomer to the sport, never having touched a bowling ball before in her life!

All the girls are from C-33W and C-101, in the Abel & Bach Building. Capt. Clara Lauby, the only veteran, set the pace throughout, mauling the sticks in real style, and with pretty nearly perfect control. Clara entered the Sweepstakes with very good chances, but just missed out. A very nice try, indeed.

Evelyn Marberg, the girl from Michigan, threw a wicked "G.I." cross-over ball to knock 'em down. She was bowling her cares North Carolina way. Jane Gordon, "The Oklahoma Kid," always on the alert, was as serious about her bowling as she is about a certain handsome Marine. She put her "all" into everything she did. Buelah Donahue, "the Heater-Coil gal," also did her best to "burn" the pins down. If she adds a little more "juice" to her ball to overcome the pins' "resistance" she'll really be a house-afire!

Lavina Bahl, the primary girl, had a nearly perfect back-up ball that only she can control — and that's going like Sixty for a miss who's chalked up a great success in a sport which until now had been a total stranger to her. Keep up the good work, Lavina. Jeanette Moran, the girl with the "come-on" smile, had a bouncing ball that certainly made the pins dance. Then again, it could have been that smile of hers that made the "sticks" fall. And it seems they very often do!

Here are the score totals of the team at a recent game at the Eagles' Alleys:

Clara Lauby	601
Jane Gordon	454
Buelah Donahue	475
Lavina Bahl	459
Jeanette Moran	421
Evelyn Marberg	355

Congratulations, and the very best of luck to your future bowling, Machinists 1061!

BREWERS HOME SCHEDULE

APRIL

19, 20, §21 ..... St. Paul
22, ‡23, 24 ..... Minneapolis

MAY

6, ‡7 ..... Columbus
8, 9, 10 ..... Toledo
11, 12, §13 ..... Indianapolis
‡14, 15, 16 ..... Louisville
†30, *31 ..... Kansas City

JUNE

*1 ..... Kansas City
*3, ‡4, §5 ..... Indianapolis
*6, *7, *8 ..... Louisville
9, *10, ‡11 ..... Toledo
*12, *13, *14, *15 ..... Columbus

JULY

*6, *7, *8, ‡9 ..... St. Paul
*10, *11, *12, §13 ..... Minneapolis
*15, ‡16, *17 ..... Kansas City
*28, *29, ‡30 ..... Columbus
*31 ..... Toledo

AUGUST

*1 *2, §3 ..... Toledo
*4, 5, ‡6 ..... Louisville
*7, *8, *9, *10 ..... Indianapolis

SEPTEMBER

†4, *5 ..... Kansas City
*6, *7, §8 ..... St. Paul
*9, ‡10 ..... Minneapolis

*Night Games †Holiday Games
§Morning Games ‡Doubleheader

ALL SUNDAY AND HOLIDAY GAMES ARE SCHEDULED DOUBLEHEADERS.

Try These

1. How much greater is 6⅞ than 6/7?

$$\frac{}{8}$$

6¾.

2. A farmer has a barn-yard of cows and chickens. The number of heads equal 36 and the number of feet equal 100. How many chickens are there?

22 chickens.

On Monday night, April 17th, a meeting was held at the Union office for the purpose of signing up girls for the 1944 softball team. The place and time of practicing were discussed, but as yet not definitely settled. The girls also discussed the positions they would like to play, in addition to what they have played in previous years. So far 23 girls have been signed up for the team, but it is still open for other signers, if there is anyone wishing to join the team.

BAND NEWS

On May 17th the band will play at the City Auditorium for the Foreman's Safety School, marking the 18th consecutive year the band has presented a concert on that occasion.

The band's new drum majorette, attractive Nathaline Le Roux of C-42S, will make her debut in front of the C-H Band wearing the latest of majorette uniforms.

The band desires more musicians to fill in for those gone or leaving for the armed forces. All instruments are needed, especially snare drum, clarinets and cornets. Anyone interested should contact Elmer Lewitz, band manager, in Engineering Service or report Monday evenings from 6 to 7 o'clock at the Odd Fellows Temple, 745 N. 10th Street, where the weekly rehearsals are held.

CHORUS MAY DANCE

The first dance, sponsored by the Cutler-Hammer Chorus, will be held May 13, 1944, at the Jefferson Hall, W. Fond du Lac at N. Twenty-sixth St.

Joe "Zilch" Potzner and his band of radio artists will furnish some of the finest dance music ever offered at a Cutler-Hammer dance. "Zilch" was formerly with Dick Jurgens in Chicago and Bill Carlsen, Milwaukee.

Tickets may be obtained from chorus members or Art Anello.

LOST AND FOUND

FOUND—2 rings at C-9 wash stand. See Wm. Bateman, C-44D. Also house and locker key. May be called for at Union office.

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CONCERT COMING EVENT

Among coming events that will be exciting and considerably interesting in Cutler-Hammer circles is the first concert of the Cutler-Hammer Chorus. The date is Sunday, June 11, 1944.

Tickets will be on sale soon and notices will be posted throughout the plant.

Remember the date . . . June 11, 1944 . . . Concert.

HOW YOU ARE HELPING

Some day the world will be talking of how the women of America contributed to victory in World War II. Even today we can salute the wives, mothers, sisters and daughters of our fighting men.

American women are doing little less than men in bringing victory closer to us. They are working in homes, volunteer centers, in war factories, and in child-care centers. They are showing courage in bereavement, stamina in uncertainty. They are also proving ability to make homes cheerful for weary war workers, and are feeding nutritious meals despite rationing. They also show their ability in economizing and sacrificing to win this war.

Most instructive are the efforts of American women doctors who trained themselves for commissions on a par with male doctors in the army and navy medical corps.

There are some 8,000 women doctors in the United States. About 2,000 of these are now retired. Most of those in private practice are obstetricians, pediatricians or gynecologists, who would not be so much interested in obtaining commissions. It is estimated that not more than 3,000 women physicians and surgeons are equipped for war service.

Among those in the war service are some of our best anesthetists, bacteriologists, blood bank experts, bone specialists, eye, ear and nose specialists, pathologists and plastic surgeons.

Any woman who can get to be a practicing physician or surgeon in this country is almost to be considered a superwoman. Most United States medical schools will admit no more than one woman student to every ten male students. Many hospital trustees are finding excuses so as not to use women doctors on their staffs. Male doctors, as a rule, have also been unfriendly to the idea of female doctors. In eight United States Army and Navy Department circles, the feeling seems to have been that no real lady could unconcernedly and impersonally treat a wounded soldier and that no soldier could bear without embarrassment to have a woman doctor work on his wounds.

Our chief allies in this war—Britain, China and Russia — suffered from no such self-imposed handicaps. In all these nations medical reserves, women doctors, serve on an equal footing with their male doctors, and most efficiently.

It is hoped that from this war, bloody and horrible though it may be, some good things may result. It would be excellent, for instance, if we could lose our false ideas about women doctors and put them in the place they deserve. Also to banish the idea that women doctors should treat only women patients. This would help now in our growing doctor shortage on the home front.

SHOULD MOTHERS BE DRAFTED?

By Myrna Harder

We are facing a crisis on the home front which may require the drafting of American mothers. Not only does this refer to the manpower shortage in defense plants but to the shortage of mothers in thousands of American homes.

Mothers away from home have caused a serious juvenile delinquency, one of the most serious in the history of our nation. This situation is becoming more acute as women leave their homes to live in trailers and work in defense plants. Many of these women are attracted by the pay check that comes each week, while many more are sincerely trying to do their patriotic duty to help win the war. Many mothers feel guilty that they are not doing their fair share by not working in war plants, but are at home rearing children, which it seems has become nonessential to too many of us in this country. They do not realize that their primary responsibility is to their children, who will be the citizens of tomorrow.

The job of American mothers is to care for their children whether there be war or peace. The future of our nation depends upon the morality and health of our next generation as much as winning the battles on the fighting fronts. Schools, nurseries and playgrounds are a help in training our youth but will never take the place of the home. Our military victory will mean little to us if we produce a generation of demoralized and delinquent Americans. Our newspapers today are filled with stories of how children are left tied up to clotheslines, bedposts or in cellars, some left to run wild while mothers are doing a patriotic duty by working in a defense plant. We have courtesans, schoolgirl age, diseased in mind as well as body. Our birth of illegitimate babies has increased shamefully.

Our young delinquents are learning every form of vice and crime—drunkenness, dope addiction, murder, kidnaping, rape and robbery. We are and have been fighting international gangsters. Now we are breeding countless young gangsters who might have been useful citizens if their mothers had not put activities outside the home ahead of their duty to their children and society.

If women are to be drafted they should first be drafted to stay in their homes, because the job in the home is as important as any other job in the nation. They are recognized as being as vital to the war effort as our women in uniform or overalls. If the draft imposes financial hardships on some mothers, why not pay them for staying at home and rearing the America of tomorrow? This would be a far better investment than to pay for more reform schools, penitentiaries, and homes for illegitimate children. What is being done to control the delinquency problem? The Federal and local police are enforcing the law, but that is no cure. Mothers are still being lured from their homes with pay checks, are still being told of their patriotic duty, but no provision has been made to compensate for their absence. Instead of having more playgrounds, schools and nurseries, we have fewer. Many have been closed in the name of economy.

Our armed services accept mothers with children over fourteen, but it is the children between the ages of fourteen and eighteen who need the parental attention the most. More of this age are appearing in our juvenile courts than those of any other age.

We, then, at home, who claim to be backing the boys at the front are really tearing down that which these very boys are fighting for. They want to see their homes maintained and protected. They want to see the next generation strong in character and high in morale. This is our only hope in avoiding another war.

This is the basic responsibility of the American mother. She is the only one who can turn the tide of juvenile delinquency. She is the only one who can guard the home. Her patriotic duty is not on the factory front. *IT IS ON THE HOME FRONT!*

"Whitey" Kanitz, C-1, is now following the horses, but not with the broom or shovel. Maybe it would be a good idea, Elmer, if you would get some pointers from "Whitey."

Anyone at Cutler-Hammer wishing instructions in the art of water drinking should get acquainted with Fred (Slugger) Goetsch; he will galdly demonstrate, but don't ask him to swallow the stuff.

Shop Committeeman Robert Jacobs, C-26, has been absent from work due to pneumonia. We wish him a speedy recovery.

Leroy "Polack" Waier and Rita Diermeier, both of C-6A, are altar-shopping. Rita's ring, a diamond dazzle, reached her third finger Easter Sunday, climaxing a keenly-kindled kissing bee. Leroy, the department's "ace caser," is still in a daze, mixing up pubs, forgetting the glue, and lighting the wrong ends of cork tips! Congratulations!

Barbara Yanikowski, C-29D, is back from sunny California, where she attended her brother's military wedding. Babs returned with a beautiful coat of tan, received while swimming in the Pacific breakers. And then, breathlessly, blushing furiously, and with dimples a-quivering, she gurgled, "And girls, so many *men* on the Coast! Such men! What men! Oh . . . !"

Kenny French, head trucker of C-6A, leaves for the army this month. As "something to remember them by," the department offered to give him a "GI" haircut. Kenny reluctantly declined the offer, stammered his thanks, said he appreciated their kind thoughts, but—. Well, if the scissors hadn't been quite so dull, if the "barbers" hadn't been such "amatoors," and if the other fellows had been able to hold Kenny still on the floor, the result might not have been quite so—windblown!

Blondie, of C-6B, working alone near dark corners, has always been afraid of rats. Last week she met Art "the Great" Thomas, C-29D. Now Blondie's no longer afraid of rodents—with four legs! Why????

C-8A is having some serious departmental traffic difficulties lately. Mostly, it's Gladys Dentinger and her streamlined, caster-wheeled, "Greyhound bus." A caucus, headed by Otto Hintz, anti-bumping chairman, has found her whizzing Greyhound—with Gladys behind the wheels—a grave traffic menace; and six fellow-workers have bruised shins, torn stockings, and bunioned toes as evidence. Besides, she has no driver's license, and steers the infernal contraption with her feet, arms, elbows — and sometimes even by swaying her hips! Won't Fred Malsh, Glady's dad in C-3, please lay some tracks, and maybe install a set of double hydraulic brakes for the safety of C-8's pedestrians?—Signed, C-8A.

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This comely lass is our first "pin-up" girl and we must say that we believe we've gotten off to a fine start. She is Dorothy Miller and works in C-18. We would still like a lot more pictures and so we have removed the deadline entirely. Come on, girls, give the boys in the service a break. We still believe that a lot of our girls can give the Hollywood "pin-ups" some stiff competition.

To Chuck Novak of the carpenter shop: Does your wife still call you honey?

Tony Callies of C-14 is really a brave man, he is going to manage the girl's union baseball team again this year.

Girls, if John German, C-14, was missing at that favorite tavern during the month of March, it wasn't that he reformed—he just lost one of his payroll checks.

One of the biggest disappointments of this reporter is the lack of blood donors in Dept. C-14. Let's hope with warmer weather coming on we can all say, "I gave my blood to a soldier. Did YOU!!!" Anyone interested in donating his blood, please contact Harry Pluta on the first floor.

The other day Evelyn Tallar, C-45-14, was asked if her dress wasn't a little bit short, to which she replied, "With the man shortage I'm getting desperate." Watch out, boys, every man for himself.

One always knows when it's Saturday—Harold Giese, C-14, always brings his car to work. While we're on the subject of Mr. Giese, let him tell you how he picked up Harry Pluta on a rainy day two blocks from work and then had to walk four blocks after he parked it.

Sakes Alive

Who was the girl who called LeRoy Genthe "Tootsie?" Could it have been Julia Hart? How about that? It'll take a long time to live that one down.

Who was the fellow who tore down the decorations at the Steward and Committee Party? Shame!!! Shame!!!

Dan Klappa must think he's awful sweet—coming to the party ½ hour before it breaks up. . . . We know it rained, but we didn't think you'd melt.

Who is the man who enjoys directing the singing with straws? Could it be Ed Candler of C-9?

Maybe a pair of red flannels would suit Marge Zellner, C-6, the only one to complain about opened windows. So what happens? They get closed.

On May 6th the Sunshine Club of C-42 will present a May Ball at Polonia Hall on S. 8th and W. Burnham Streets. Ten girls are running for queen and the crowning of the queen will climax the dance. Jess Cullen's music will play for dancing until 1:00 A. M.

Big things are brewing at Juneau plant, and the brewmaster is Walter Paleen, who has given up chasing butterflies with nets to organize a chorus of voices with the thought in mind of producing a minstrel show in the fall. So if your neighbor suddenly develops a Southern drawl the chances are he is one of the hopeful minstrels. Your reporter hopes we can arrange the show before those men in the white coats catch up with Paleen. In case you are interested in joining, see Walter or Herbie Schaubs.

Not to be outdone, Mr. and Mrs. Glen Outcalt presented their new model for 1944, equipped with every modern accessory. Allan Glen Outcalt arrived at Milwaukee hospital at 12:20 P. M. on April 5th. The new model weighs 7 lbs. 8 ozs., and it is rumored that, taking a cue from his dad, his first words were, "Am I in time for the fishing season?"

There are sixty boys of C-14 who are in the armed forces; they all must be hungry for news about our department. So get your pencils and paper out and let's start writing.

In spring a young man's fancy turns to love, but to a married man in C-14 it only means that wall washing time is here again.

Our foreman in C-14 reports that no grandmothers were buried on April 19th. Couldn't Pluta and German get any tickets?

With baseball here again, we would like to report that Norman Ley, C-14, is in fine shape again and expects another banner year. How [illegible] your bowling this year, Ley?

Bowling sure does funny things to people. Marvin Helm, C-14, gets 550 one week and wants to bet on 600 the following week. Have you forgotten all those 400 series, Marvin?

On Friday, March 31st, Miss Mary Graff was pleasantly surprised at a shower given in her honor at the home of Lorraine Sill. Mary will be married some time in June to Sylvester Koll of West Bend. Our sincere good wishes to both of you.

A farewell party was given at the home of Maxine Coon on March 29th for Lillian Chozotte, our matron, who is leaving for California. Many well-wishers were present and for those of us who weren't there, "Good-bye and good luck to you, Lil."

St. Francis monastery was the scene of the wedding of Kelly and Ruthie of Juneau plant on April 15th, at 2:30 P. M. Tommy Kern was best man. Audrey Kelly and Helen Blackburn were bridesmaids. A niece of Ruthie's was flower girl. A reception attended by 150 guests was held in the evening. We wish Ruthie and Kelly the very best of luck.

What girl in Al Goetz's section has been mooning around ever since her Clarence went away to camp? Cheer up, Gloria, you still have a strangle hold on him.

C-29B has a real dreamer, or can you blame it on his bowling? The other day he went bowling—so they say. After all was said and done he left for home, heading for S. 35th and W. Burnham Streets on a trolley — starting point, National Avenue. Presently he heard a voice calling "North Avenue!" To top it off, he had a taste in his mouth as though there were midgets running around with muddy feet. Are the feet clean now, Al?

What is that dazzling sparkle seen in C-25 lately? Can it be Tony Maier's new set of teeth?

Anton Scharlat of C-25 recently distributed cigars in honor of his new baby girl born on April 20th. Congratulations.

Have you heard of the illness called "walking pneumonia?" If not, you might get more information from Karl Wilkening or Dr. Johnston.

Why is it that the best dreams never seem to come true?

Another Sunshine Club has been organized; this one in C-17. The officers are: Martha Pliskiewicz, president; Stanley Behmke, vice-president; Ernestine Stadler, secretary; Ervin Jurkowski, treasurer; Lillian Herwig, assistant treasurer, and Al[illegible] sergeant-at-arms.

Dept. C-33 won its first practice game of the C-H soft ball league by defeating C-33J.

John J. Greer of Dept. C-33 is back to work after an operation. We have noticed no change in weight.

"Irish" McLaughlin's new boarding house—Dorothy Kabitzke's lunch basket every morning at 9:30.

"Bandsaw Louie," C-33, has a problem. Will he play ball or forfeit his pleasures for the sake of an education?

What little miss in C-28 has the ideal husband? He doesn't smoke or drink, and he wears blinders when he gets a 3 day pass. Hands off, girls!!

C-28 has two shifts of girls who work from 6:30 to 3:30. Half of them come in one day and half the next. How about that, girls?

Jim Elliott is the proud father of a little girl, Patricia Katherine—born April 4, 1944. Weight, 7 lbs. 4 oz. Treats were enjoyed by the whole Dept. C-28. Congratulations, Jim.

I can ride anything in horseflesh. Yes, Sir, anything! How about that, Benny?

Could it be the "Relay" bowlers who had the red faces after the "Resistors" beat them straight to the bar?

Quote, "Relays have no alibi for the low scores." Then who started the rumors the next day that Gill Braun had a sore thumb, Sy Bukowski's shoes were slippery, G. Becker forgot his glasses, and couldn't see the pins, Al Mettleman had to walk the floors the night before worrying about all the money he would win — and just how and where to spend it, and last but not least, F. Kornowski's ball kept sticking to his thumb, Mel Behling led the high score, but none of the other "Relays" could follow.

Commenting on the need for more musicians in the band, Al Nelson, a board member, said humorously, "Some of the band members are providing musicians for the future C-H bands. Roland Wood, Frank Shaefer, and Oscar Prusow all became fathers the past month.

Incidentally, Al Nelson was also a "proud papa" a couple of months ago.

Since that new girl has started working in C-21A, we in C-14 have noticed that some of the sheiks have quit wearing their caps.

Pvt. Helena Kosina was home on a ten day leave from Fort Knox, Ky. Everybody in Depts. C-32 and C-33 was glad to see you, Helena.

Bill Pflieger says that there's more water in Wyawega than there is land. Bill is now singing the "Prisoner's Song."

Bomber

(Continued from page 1, Col. 3)

A crew mate suggested: "Maybe we'd better call this one 12-B." Mitchell reflected a bit, recalling all the 13's and the past performance of the ship. "No," he said, "number 13 it is."

Mission 13 turned out one of the easiest Mitchell ever flew. There weren't any fighters, hardly any flak, and not one person even suffered frost bite. And those four engines stayed right on the job, keeping old Number 13 at altitude and right up in formation.

Now "Hard Luck," as this is written, has successfuly completed twenty-seven missions against the Nazis. And her air and ground crews believe the big bomber will stay right here, grinding out the combat hours at four and five miles above the Continent, pin-pointing industrial targets, and doing her bit to bring the Third Reich to the end of its rope.

The ten men who currently fly and fight in this Fortress say that the folks back home who made and assembled those engines and superchargers were really "on the ball." And they hope that they see this story, and realize what a fine job they did and how heartily the four officers and six enlisted men thank them for it.

(Continued from page 1, Col. 4)

tion with the A. F. of L. would want to plan for the future of these more-or-less temporary war workers "who we know will be the first to be laid off when the war is ended."

The only way we can guarantee them a continuance of the benefits they have gathered while under the "union banner" is to start organizing the white-collar workers immediately. Then when the Susy Q's and the Joe Doaks, who are filling in temporarily to help keep up production, are compelled to leave our midst, they can go back to their former occupations with a feeling of gratitude upon finding their fields of endeavor fully organized due to concerted action by the A. F. of L.

Since Susy Q and Joe Doaks are co-operating at present to help swell our treasuries we are obligated to them in a way to help insure their future. They have joined with us to help make us powerful. Then let us enable them to keep the union pledge they made by an all out demand for immediate organization of all white-collar workers.

"Farewell"

After serving Cutler-Hammer, Inc., faithfully for over forty-five years, Mr. R. P. Chapman, Manager of all the Stockrooms, retired May 1, 1944.

The stockroom employees presented Mr. Chapman with a complete fishing outfit which was the envy of the entire plant personnel.

The stockroom employees and all personnel who came in contact with Mr. Chapman bid him a fond farewell and hope he catches plenty of large size fish.

Management

(Continued from page 3, Col. 2)

afraid to fight for their rights, are respected and Honored? I have at times been very critical of the policies of both Labor and Management and many times I have been wrong, and probably unjust, and yet the Fair and Honest men at the top of these two groups have given me a chance to work out a middle course, to bring peace, harmony and good-will in the interest of the Common Cause between the Management and Labor of this Plant.

Everything now depends on me and I hope that God will surely be with me and Help and Guide me.

Thanking you for your very kind Interest in placing before the American people some of the faults of Democracy so that they can be corrected,

Yours very truly, etc.

P. S.—Thanks for the 100 Dollar Check. It paid my Doctor and Hospital Bill. You see, we have just had a new baby boy (2 boys and 1 girl in all).

(Reprinted from The Reader's Digest)

LEFT FOR SERVICE IN MARCH

Eric Bell, Jr., C-7—Army.
Walter J. Brunelle, C-5—Army.
Nick Butkovic, C-5—Navy.
Mark Campo, C-7—Navy.
Joseph Dean, C-13—Navy.
Carl Duwe, C-20—Navy.
Garrith Gibeaut, C-33J—Army.
George Horvath, C-1—Merchant Marines.
Charles E. Kuhn, C-101—Navy.
Walter Leonardelli, C-17—Army.
Mary Mikulec, C-42—Waves.
Mabel A. Morgan, C-7—Wacs.
Louis Nowak, C-3—Navy.
John Rauscher, C-9—Navy.
Harvey Rohleder, C-13A—Navy.
Boleslaus Sniadach, C-13A—Army.
Raymond Steldt, C-8—Army.
Charles Werling, C-1—Army.
Deloras Wilund, C-42—Waves.

Pvt. Walter N. Ensslin, somewhere in New Guinea, would like to hear from some of the fellows and girls in Dept. C-1 (Third Shift). He says he often wonders about them and what they are doing.

IN MEMORIAM

Glander, Emil A.—Department C-3; 1215 S. 20th Street. Initiated on December 1, 1940. Deceased—March 27, 1944.

Thurner, John J.—Department C-44D-2; 2856 N. 23rd Street. Transferred from Local 66 on March 31, 1941. Deceased—March 29, 1944.

Garvey, John — Department C-12-1; 1830 W. Highland Avenue. Initiated on February 26, 1937. Deceased—April 13, 1944.

Le Beau, Jeff — Department C-49-1; 1224 W. Vine Street. Initiated on July 10, 1938. Deceased—April 22, 1944.

SOCIAL SECURITY QUESTIONS

Question

"What would happen if I lost my Social Security Card and I got a new number?

Answer

It would result in trouble for you and expense for the Social Security Board. If we found that two accounts were set up for you, we would notify you and cancel one of the numbers. If we didn't find that two accounts were set up for you, the benefits payable might be less than they should be.

Question

What would happen if I didn't show my employer my Social Security Number or if I gave him the wrong number?

Answer

You would lose. Your employer still has to pay the tax and report your wages, but the wages cannot be credited to your account without the correct number.

CANTEEN'S SUPPLEMENTARY FOOD SERVICE

Many of us have become accustomed to buying our favorite candy bar from the Canteens as a matter of habit rather than giving thought as to why we bought the candy.

Since our country entered the war, it has become necessary to ration certain foods. Therefore an analysis of the value of those foods that are still available has been carried on by various nutrition boards. Nutritional research laboratories have given out valuable information and we now become aware of the fact that candy, crackers, cookies, peanuts, raisins, and a large variety of foods which heretofore were considered "sweets" contain a very high percentage of dextrose and protein necessary as fuel for the human system.

Erich W. Rakow, manager of the Canteen Company in Milwaukee, informs us that his company is one of the first companies in the business to make various food items available for sale through vending machines on an extensive basis.

While many of us, because of habit, have a preference for a sweet candy bar, nutrition experts tell us that the cookies and crackers we liked so well when we were children represent part of the daily diversified nutritional requirements.

Human taste varies greatly. Therefore, an assortment of food items is welcome news to many whose taste may not be satisfied with candy alone.

Question

If I get married should I have my name changed on my Social Security Card?"

Answer

Yes, if your name is changed on the company payroll. Both the name and the Social Security number are used in the Social Security Board record keeping system. If either one is incorrect on the report it is necessary to write back to the employer about it.

Question

If a person loses his Social Security Card how does he get a duplicate Social Security Card?

Answer

Do the following four things:

1. Fill out another application (Form SS-5).

2. Show the State and the year you got your Social Security Card in Item 12.

3. Get a record of your number if at all possible and write it in the lower left corner of the application.

4. Mail the application to the Social Security Board, Milwaukee, Wisconsin. You will get a duplicate card in about a week.

Question

When a wage earner dies, should the widow bring the marriage certificate and other proofs when she goes to the Social Security Office to file her claim?

Answer

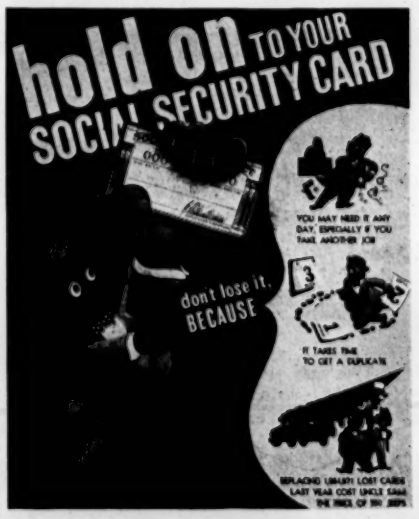
Yes, the marriage certificate and the birth certificate of the children under 18 are needed in claims for monthly benefits.

Question

When a wage earner retires is a birth certificate the only proof of age that can be used?

Answer

No. A baptismal certificate is just as good, and if neither a birth nor a baptismal certificate is available the Social Security Board will accept any document made before August, 1935, which shows the age or date of birth.



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The Beacon

Official Publication of Cream City Lodge 1061

Volume 6 | AUGUST 2, 1944 | Number 8

Members Urged to Register, Vote Aug. 15



Lodge News

All signs indicate that this will be one of the most crucial elections in the history of the country. Every vote is important, be sure to cast yours.

The Lodge membership, at its regular meeting held on July 26th, approved a motion by Brother Herman Luedke made on behalf of the Executive Board. The motion put the Lodge on record as favoring the sending of a pack of playing cards to each of its members in the armed forces. Due to the tremendous cost involved, the money to be raised will first come from the voluntary contributions of the members.

You can show your appreciation to the boys in the service by donating whatever you choose towards this worthy cause.

How about it? Let's back this project 100%.

At the regular meeting of Lodge 1061 on July 9th, Brother Joseph Bates was re-elected to the office of trustee. Opposed to him was Brother Joseph St. George. The term is for eighteen months.

The Relief Committee wishes to stress the fact that the Lodge will not pay any compensation for sickness or disability without a doctor's certificate.

Zagjewski, Joseph F. Employed in Department C-5. Was born on June 12, 1888, and passed away July 2, 1944. Was initiated into Lodge 1061 on May 14, 1944.

LODGE MEETINGS
Sunday, August 13, 1944,
9:00 A. M.
Wednesday, August 23, 1944,
8:00 P. M.
Bohemian Hall,
1878 North 12th Street
Steward Meeting
Tuesday, September 5, 1944,
951 N. 4th Street.

Getting Wage Adjustment

The Regional War Labor Board at Chicago on Monday, June 19, 1944, approved the largest submission ever made to it since the Board came into existence. The decision involved the joint voluntary submission of Cutler-Hammer, Inc., and Cream City Lodge No. 1061 of the International Association of Machinists, District No. 10.

At the time this case was filed with the Regional War Labor Board, it gained national publicity. Newspapers in New York, Chicago, and other metropolitan centers described this case in detail. The material submitted to the Regional Board weighed 83 pounds.

The Form 10 and supplemental material were submitted to the Regional War Labor Board at Chicago in February, 1943. The case involved 5519 employees who worked in 375 job classifications. These employees worked in four categories of classifications; namely, male day workers, male incentive workers, female day workers and female incentive workers.

The Regional Board assigned this case to an analyst who had a great deal of difficulty in making the proper analysis of the wage structure.

In order to determine whether the requested wage increase was approvable, it was necessary to reduce all groups of workers to a common denominator. It was necessary to adjust all the wages to the basis of male day rates for the reason that the stabilized rates of the Regional Board are based on rates for hourly male workers.

Repeated conferences with the Administrative Employees of the Wage Stabilization Division of the Regional Board, both at Chicago and Milwaukee, were necessary.

Brother Ray A. Bailey, Business Agent for Local No. 1061, and Brother George Gratz, Attorney for the Union, made repeated trips to Chicago to hold conferences with the various wage analysts to whom this case was assigned.

Company representative, Mr. Phillip Ryan, accompanied the Business Agent and the Union Attorney with Mr. George Spohn, Company Attorney, to such conferences. They had a great deal of difficulty in getting the Wage Stabilization Division to make a proper analysis of this case.

The Company and the Union cooperated fully in securing this approval.

"Bracket Dodgers" Only Outsmarting Themselves

Philadelphia, Pa. — To clarify the general misconception about the withholding tax on overtime wages, the International Resistance Co. prepared the following seven-point explanation published as a supplement to "Contact."

Headed, "This is a free country, throw your money away if you want to," the leaflet advises, "Get wise—you out-smart yourself, not the Treasury Department, if you try to stay in a lower tax bracket. Millions of American workers are cheating themselves because they do not understand the pay-as-you-go tax law. Here are the facts:

"You Are Kidding Yourself If You Think—

"1. That there is some point of your weekly earning beyond which it doesn't pay to go because the extra pay is taken away by a sharp increase in the amount of the withheld tax.

"2. That you can save income tax by taking time off each week with the idea that this will keep your pay check in a lower tax bracket.

"3. That the pay-as-you-go tax deduction from your pay check is all the income tax you will have to pay.

"4. That if you overpay your income tax you will not get the money back.

"5. That your Company decides what your tax deductions are to be.

(See TAXES, page 6, col. 2)

We are again reminding our membership of the importance of registering themselves as voters. The primary this year has been advanced to August 15th instead of in September as heretofore. The announced deadline for registering for this primary election is August 4th which is only two days away.

Do not deceive yourself by saying that the primary is unimportant. It is vitally important! If your man is not nominated, he certainly can't be elected.

Those to be nominated include: U. S. Senator, Congressmen, Governor, Assemblymen, State Senators, besides many other state and county officers.

Concerted action by Labor is producing surprising results throughout the country, so much so that political leaders are taking notice of Labor's power. Where once the members of organized labor were indifferent to elections, there now exists a healthy interest in their right of franchise.

If you want to know the record of those running for office with regard to their attitude towards Labor, consult your July 20th issue of the Milwaukee Labor Press. A complete record of how each candidate voted on labor questions is printed without any regard whatsoever to the candidate's party affiliations. As President Brown recently wrote in the Machinist's Monthly Journal, "Labor is not interested in any political party as such, it is only interested in the candidate and how he will vote on questions pertaining to Labor."

Remember the slogan of the American Federation of Labor, "REWARD YOUR FRIENDS AND DEFEAT YOUR ENEMIES."

The Beacon

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Milwaukee 3, Wis.
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Cream City Lodge No. 1061 is composed of the shop employees of Cutler-Hammer, Inc., pioneer manufacturers of electrical control equipment.

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Overtime and Taxes

THAT many people are misinformed as to the workings of the "withholding tax" is evidenced in an article appearing elsewhere in The Beacon. People all over the country, as well as many at Cutler-Hammer, are under a common misapprehension. Consequently they do not work an hour or two more, so that they won't be placed in a higher "bracket."

The whole trouble starts when an employee has been working steadily for a number of weeks for the same number of hours each week. One week he decides to work an extra hour to help get an emergency order out. Instead of getting more money on his next paycheck, he finds that he actually got less because the extra hour put him in the next bracket. The result: he feels he has been "penalized" and so he doesn't have any desire to work overtime.

Before analyzing this particular case, let us keep one important fact in mind, **YOU PAY NO MORE TAX ON YOUR INCOME THAN IS ACTUALLY DUE.** Read that last line over and absorb it well and you'll never have any misgivings about paying too much tax.

Let us go back now and see why the one hour overtime resulted in less pay instead of more as one would normally expect. If a person has been working the same number of hours week after week, and the addition of one hour or even two hours' pay causes his tax deduction to fall in the next higher bracket, then that individual HAS NOT BEEN PAYING ENOUGH TAX EACH WEEK AND MUST PAY THE BALANCE NEXT MARCH 15th.

To understand that statement, a knowledge of how the withholding tax operates is necessary. The withholding tax is simply an aid to the taxpayer whereby a portion of his wages is deducted each week (in the case of a worker receiving a weekly wage) amounting to his approximate tax. The law provides that the employer may deduct the exact tax or he may use a chart provided by the Treasury Department which shows the deductions for certain "brackets" of wages. In most instances the variation from one salary to the next is ten dollars, such as $30-$40, $40-$50, $50-$60, etc. The figure representing the tax in each instance is computed at the half-way mark. Hence the tax for the figures shown above is computed at $35, $45, $55, etc. If in each week over a long period of time, your gross check has been $39, $49, or $59, you have not had enough tax withheld. In fact, you are 80c short. Multiply that by 52 weeks and that amounts to $41.60, which is the sum you would owe Uncle Sam next March 15th. If on the other hand, you have earned $31, $41, or $51, Uncle Sam will owe you money, which incidentally pays off at the rate of 6% if not remitted to you by March 15th.

So don't hold back from working an extra hour to keep out of the next bracket, for **YOU PAY NO MORE TAX ON YOUR INCOME THAN IS ACTUALLY DUE.**

The No-Strike Pledge

THIS editorial is being written in answer to the many critics of the Labor Movement both here and abroad who have used facts in such a manner as to leave an unwarranted conclusion and who are using these facts in an attempt to destroy labor unions. Their attacks on Labor are not new. Their desire to keep the working-man a serf is not new. They have merely seized a new weapon, and a potent one to be sure, to poison the minds of the electorate and the men and women in the armed forces.

It is to these men and women in the armed forces that we are particularly directing this article. The people on the home front have wider access to the facts. If they are misinformed, it is because they have not analyzed the situation correctly. To our fellow-Americans in the service we say but this, "Your interest and welfare is our prime concern. We are doing our best to give you the weapons with which to win the war. In addition, we are looking after your interests here on the home-front so that when you return you will come home to an America in which our long-fought-for gains have at least been retained, if not advanced, and not lost. It's just about as simple as that.

Let's look at a few salient facts.

Have there been any strikes here on the home front? Yes, there have been. Do we condone them? No. The American Federation of Labor has gone on record as being absolutely against the strike weapon for settling disputes as long as the war lasts. Lodge 1061, as a member of that Federation, is one hundred per cent behind that pledge. We feel that no matter how justified a strike may be, the important thing is to get materiel to our fighting men.

There is another side to this matter though which in all fairness we must not overlook. When the present war started, Labor gave its pledge not to strike. In exchange for that, Management pledged not to undermine existing union membership. This was known as the "maintenance of membership clause" in many union contracts. It simply stated that all union members which belong to that particular union had fifteen days in which to make up their minds whether or not they wanted to retain their union membership. If they desired to drop out, they had to do so within that time. If they failed to drop out in that time, it was mandatory that they remain in the union as long as their employment was in the jurisdiction of that local. Incidentally, no such clause exists in the contract between Lodge 1061 and Cutler-Hammer at the present time. Some employers have assumed a patriotic air and held this clause to be a bone of contention between them and the union. They have most magnanimously declared that they will not force their workers to be union members. May we politely inform these noble bearers of the torch of liberty that they have nothing to say about the matter? The decision as to whether or not an employee shall join or retain his membership is entirely up to himself, **and no-one else.** Some of these employers have actually convinced some of our good intelligent American citizens that they were sincere in what they said, and unfortunately the news has spread to the men and women abroad who, not having both sides of the picture, were not in a position to form a correct conclusion.

One such individual was Sewell Avery, the man who wastes the time of the United States Army by having to be carried out of his office instead of walking out under his own power. As things have developed, the real crux of the matter is that Mr. Avery was looking for a showdown between himself and Uncle Sam. The fight isn't over yet, but the first few rounds have gone to Uncle Sam. You fellows who have been fighting overseas also know that Uncle is a pretty tough fellow. Tojo found that out also, as did Mussolini, and even Hitler, who lost his pants the other day in an explosion, and who may have lost his shirt by the time this goes to press.

The Milwaukee Journal, which has never to our knowledge been accused of being a pro-Labor paper, ripped the arguments of Mr. Avery and his kind to shreds and showed him up for what he really was: that he was only looking for some excuse to obstruct the lawful functioning of the union in his plant. Subsequent events proved how overwhelmingly right the Journal was. When an election was finally held and the workers by a large majority showed a desire to remain affiliated with the union, Mr. Avery's lawyers promptly devised some new legal twists and threw the matter into court. The case isn't settled yet, but you can be sure that we are keeping a close lookout as to how it will end. As we said before, we do not condone any strikes in wartime, but even the Journal went so far as to say that in this instance the workers were absolutely justified in striking and the wonder was that they were as patient as they were.

Letters From Our Mail Bag

Looks for Beacons

To The Beacon: Received the June issue of The Beacon a few days ago. I also received the May issue a couple of weeks ago. I should have written sooner but we are kept pretty busy since the Invasion started and we don't get much time to write letters at all. You know, it's a funny thing, but every first of the month I just count the days when I will get The Beacon in the mail. It's just like getting a letter from home. That's the only real news I receive from Milwaukee.

PVT. NORMAN VOLP.

A.P.O. 635, c/o Postmaster,
New York, N. Y.

Here's to the Breath of Freedom

To The Beacon: Received the June issue of The Beacon here in France and it was with great delight that I received it. For I've always felt that through The Beacon I was able to keep in touch with my former friends in C-H.

Well, from the looks of things, we're now on the doorstep of complete victory over the German race, but it was due to the combined help of the home and fighting fronts. For without each other's help we would be facing failure on each side. Let us hope that by the time the Germans realize their failure is creating the "Super race" the Japs will also be on their knees for all times, and the people can again enjoy the fragrant breath of Freedom.

So let's keep the ball rolling till we can rest assured that peace has again come to all freedom loving people.

CPL. PETER J. POOS, JR.

A.P.O. 230, c/o Postmaster,
New York, New York.



In this issue we present our office girls of Lodge 1061. Much of the smooth functioning of the Lodge clerical work can be attributed to these two charming lasses.

For the information of the boys in the service, both of them are single and neither one is engaged.

The first picture is Irene Hage. Irene began working for Cream City Lodge on March 11, 1942, and became head office girl in May, 1943. She is a member of the office workers' union.

She comes from St. James, Minnesota, where she graduated as a member of the National Honor Society from St. James High School. She was also the news editor of the high school newspaper. Upon graduation she took a course in stenography at the Spencerian Business College. She likes most sports and is also very fond of dancing.

Below is a picture of Irma Pentek, our other office girl. All of her friends call her "Penney."



She began working for Lodge 1061 on April 17, 1943. She is also a high school graduate besides spending some time at a Junior College. While in school she majored in English and History and was very active in sports. She is still very fond of sports and likes baseball and basketball especially. She loves to sing, mostly for her own amusement. She likes skating and spends considerable time at the skating rink. Like most girls, she is very fond of dancing.

"WHAT'S WRONG WITH MANAGEMENT?"

CHARGE NO. 3, 220 per 1000



"I can't get advancement." The able worker resents barriers to recognition and promotion. And it is very clear that, in his struggle to get ahead, he identifies himself with his company, looks to his management. The barriers are of several types; one is caused by careless placement.

(Third in a series of eight articles printed by arrangement with Reader's Digest Magazine presenting comments from workers all over America. Of interest to employer and employee alike.)

CALIFORNIA

I AM an expert metal worker with years of technical experience, kept at punching holes in waste metal. I protest to my superior, who replies, "What do you care? You're getting your paycheck, ain't you?"

NEW JERSEY

PERSONNEL only fills vacancies. It has absolutely no knowledge of working conditions in the shop. A worker is needed on a thread grinder; the next prospective employe gets that job, regardless.

NEW JERSEY

I HAVE been denied every opportunity to use my full ability. I am not an overnight war mechanic, I have years of experience. I have improved methods, designed and built more efficient tools, built the only lot of war equipment ever to leave the plant ahead of schedule (for which I received the WPB Certificate of Merit). Nevertheless, I have not advanced one step beyond the job in which I was hired. Thanks to a vicious, sardonically named "incentive" system, I am earning 20% less now than at the time of Pearl Harbor. I am not singled out, my case is just one symptom of a condition.

Part and parcel of this complaint is resentment over mishandling of workers' suggestions.

ILLINOIS

LAST December I invented a little gadget which has proven to save the company a conservative $25 a day, according to foremen. I did not even hear a word of thanks.

HAWAII

I CONCEIVED and constructed a device for guiding a chipping chisel. It makes the work easier, simpler, faster, more accurate, and safer for other workers in the vicinity. Old time experts without exception heartily endorse it, the riveting superintendent was enthusiastic. No action has ever been taken to use the device. The Suggestion Department is a graveyard for useful innovations.

CALIFORNIA

I AM a test pilot at a big aircraft plant. I made a device, a jig, to put a part in a plane. Normally this took 2 men a day, but with this jig one man could install the part in 4 ships a day. The foreman would not let anyone use it. This refusal clips incentive.

PENNSYLVANIA

FELLOW in the central yard shop figured how to cut a certain job by use of a jig. It saved the cost of 2 men. In dollars and cents it was worth $6,200. The fellow received a $25 War Bond. It is incomprehensible that management should not look upon ideas produced by employes as valuable. Ideas culled from our 30,000 men could materially aid the company.

WISCONSIN

AS TIME Study Engineer, I submitted to the vice-president a report to correct some outdated methods. He turned it down. Two months later, he offered the suggestions at an executive conference. When I asked him why the delay of 2 months, he replied, "No young man is coming into this organization and in such short time tell me what's wrong."

MISSOURI

THE company needed rope slings to handle heavy machine parts. We were using chain, and the machinery was being scarred. They said no rope slings were on the market. I inquired around, found a place to buy rope, and the company finally decided to let me buy it. I did, and brought it to the plant in my car, and having knowledge of splicing, I made the slings. I received no word of thanks or recognition in any way.

Along with the irritation at these types of barriers to advancement runs a strong resentment at "pull." Many letters assert, "It's not what you know, it's who you know."

NEW YORK

MANAGEMENT selects a new machine with great care. Yet foremen and executives are selected because "I knew his father in college," or "his grandfather is a large stockholder."

MARYLAND

THE foreman's brother-in-law is the assistant foreman, 3 of the top 6 men in welding are closely related to him. A production nonentity is a brother-in-law of a hull foreman. The yard manager's son, 25 years old, 2 years of art school and one of business college, heads an important division of the planning department.

COLUMN ECLECTIC

By Art Anello

The invasion of Hitler's Fortress is on. We have the assurance that our strength with faith will result in total victory. The strength we have achieved has been accomplished because of unity in mobilization and in combat.

As the war reaches its climax, and battles grow fiercer and more destructive, our responsibility becomes greater and more critical.

During this emergency many strikes have arisen. These strikes are an expression of misunderstanding and lack of team work between labor and management.

Although business is primarily interested in the largest profit and labor is also interested in the largest possible payrolls, both aims call for the same basic condition.

The cooperation between labor and management is an economic necessity and, therefore, the ability of labor and management to cooperate will mean an increase of profits and payrolls.

Skillful and imaginative management in plants is the foundation of an intelligent and effective cooperation. The management must be willing to help unions with their problems, and be able to interest labor leaders and their members in the problems of better business. Union members and their leaders should be interested in the efforts of management to seek new markets for their products. They should know that their very jobs depend upon the management's success to sell products. Interest should be enlightened in management's efforts to improve the product, the addition of new items to the line and also the retailing of costs and prices. Employees like to be informed what management is doing, trouble encountered in production and what is being done to overcome this trouble.

The war is reaching its pinnacle and all Americans must be awakened to the common interest that surround them. This knowledge of the management's various functions will lubricate the wheels of production to run smoothly when manufacturing the weapons of war.

After the war, with this knowledge, there will be less danger of another depression, inflation, and other economic chaos.

To some individuals the knowing of management's efforts is none of their business and all they desire is the weekly pay-check. However, if these individuals were not so lax and tried to iron out the wrinkles in production, the checks will be fatter with less efforts and also more security on their respective jobs.

We are all in the same boat we either sink by ignorance or we sail to new horizons by using common sense and knowing what the other fellow is doing.

IN MEMORIAM

The sad news of the death of Second Lieut. Jerome Paul Mueller recently reached The Beacon office. Lieut. Mueller was killed in an airplane crash near Jacksonville, Florida. Funeral services were held at St. Leo's church and interment was in Holy Cross cemetery.



Reprint From The Milwaukee Journal

Lieut. Mueller was the son of Mrs. Marie Mueller of 3233 N. 26th St. On behalf of the Lodge we extend her our deepest sympathy.

Lieut. Mueller was initiated into Lodge 1061 on October 11, 1942. He was employed in Department C-29J.

Prior to coming to Cutler-Hammer, he attended Rufus King and Boys' Tech high schools.

He was in the Marine Corps for 16 months where he won his commission as a Second Lieutenant last May.

He will be sadly missed by all his friends.

Fightin' Talk

Pfc. Wally Carlsen says an especial hello to Hank, Leroy, Virginia and Mr. Nealson and all the gang in C-6. How about a line th... Wally, gang?

T... has **Sgt. Hugo Brossmann** *says* week, *to all the gang in C-6 and* week. *to tell Marty Weber, Art* hour t... *and Schneider of C-6 he's* stead *waiting for those letters you* check, *sed to write. Also he wants* cause *y hello to Al Nelson and* bracke... *n Hoelke.*

"penal... **Leslie Gerlach** says to tell to wor... ne hello in C-7 and he would

Befo... hear from some of them, us kee... they are too busy they don't PAY N... o write. Since he has left THAN... he has never seen a better line o... than The Beacon.

ha... **Cpl. Ray Cieslak** *is now in England and he says they treat him fine. He thinks the wolves of C-25 should be interested in the English girls. He sends his regards to all.*

Cpl. Milo W. Berger *says the boys in his hutment have the walls plastered with pin-up girls, but he thinks the C-H girls can beat them. He also would appreciate a few letters from some of the people who were going to write to him.*

Cpl. John Steiner is still looking for news from C-1; he hopes they will break down one of these days and write him a letter. Also submit some news to the paper. The boys like to read the news about home.

John Strom, S 2/c, *says the "Sub Service" is the best in the service. He ran into lots of C-H switches and they are always in good working order. Tell the gang in C-6B to keep up the good work, and to drop a line when they can.*

Harry Polley has just received a new promotion in rank. He is now a Tech. Sgt. Congratulations to you, Harry. How about dropping a line to Harry, gang?

S/Sgt. Charles Thoms *says that Cutler-Hammer is really keeping the ball rolling. He has had many opportunities to prove that in his line of duty. He would like to say hello to all the gang from C-H. Especially to his buddies in C-8A. He promises to drop Smiley Howard a line when time permits.*

Cpl. Glenroy R. Jones would like to receive a letter from a certain Katherine in C-7.

Pvt. Martin Gregorcich *has been moving about quite a bit in the past few months and is now back in Missouri. He is attached to the Air Transport Command and is attending a school there now. Would like to say hello to all his pals in C-6A and would enjoy hearing from some of them; especially Augie Bandlow and Sy Bukowski.*

Pvt. Haily Stay is still waiting to hear from some of the gang in C-1 and C-1A. She hopes she can pay you a visit not too long from now.

Norbert Kentowski *sends his regards to all the boys in Dept. C-3. He is still stationed in Georgia and would like to hear from some of you fellows. How about a line to Norbert, boys?*

Don Christl says he receives The Beacon every month but he thinks there should be more dirt about C-3. He suggests you get Frank Weismann on the ball. He says hello to all.

Sgt. Albin Stanny, formerly stationed in Panama in the Coast Artillery, dropped in at the union office on June 29th.

Cpl. Thomas McCormick, formerly of C-29J, is instructing radio in the army air corps at Yuma, Arizona.

WILL YOU WRITE A LETTER?

C-1

Cpl. John A. Steiner, 36247698, 418th Ord. Co., (L.M.), Camp Carson, Colo.

Pvt. Haily Stay, A-609910, 213 A.A.F.B.U., WAC Section, Mt. Home, Idaho.

Arthur Uitz, F 2/c, Sec. B7-12 Bks. 306 L.P., Service School Command U.S.N.T.C., Great Lakes, Illinois.

C-3

Cpl. Norbert W. Kentowski, 36226456, Co. "C", 132nd Ord. Maint. Bn., A.P.O. 260, Camp Gordon, Georgia.

Louis F. Nowak, S 2/c, Bks. H 2, U.S.N.C.T.C., Camp Endicott, Davisville, Rhode Island.

Pvt. Don Christl, 36808009, 125th A.A.F., Sect. H, Dover, Delaware.

C-5

Pvt. Herbert Boettcher, 36812766, A.P.O. 15326, c/o Postmaster, New York, New York.

Pvt. William Neumann, 36833409, A.P.O. 776, c/o Postmaster, New York, New York.

C-6

Cpl. Milo W. Berger, 36299938, A.P.O. 827, c/o Postmaster, New Orleans, La.

PFC. Albert Kallas, 36802683, Ward No. 33, Tilton General Hospital, Fort Dix, New Jersey.

T/Sgt. Hugo Brossmann, 36202828, A.P.O. 654, c/o Postmaster, New York, New York.

Pvt. Norman Volp, 36817229, A.P.O. 635, c/o Postmaster, New York, New York.

PFC. Walter H. Carlsen, 36286332, A.P.O. 15236, c/o Postmaster, New York, New York.

C-6A

Cpl. Duane Goessel, 36801401, A.P.O. 503, c/o Postmaster, San Francisco, Calif.

Pvt. Martin Gregorcoch, 562nd A.A.F. Base Unit, 1st O.T.U. Rosecrans Field, A.T.C., St. Joseph 6, Mo.

C-6B

PFC. Richard A. Groves, 36296236, A.P.O. 706, Unit 1, c/o Postmaster, San Francisco, Cal.

John E. Strom, S 2/C., Box 7, U.S.N. Sub Base, New London, Conn.

C-7

Cpl. Peter J. Poos, 36274564, A.P.O. 230, c/o Postmaster, New York, New York.

PFC. Leonard Pashkewitz. 36250821, A.P.O. 322, c/o Postmaster, San Francisco, Calif.

Lt. Robert R. Mueller, 0-2057374, H.B.C., Gowen Field, Boise, Idaho.

S/Sgt. Leonard Schutta, 36283440, A.P.O. 558, c/o Postmaster, New York, New York.

C-8

T/Sgt. James D. Cooper, 16092494, A.P.O. 636, c/o Postmaster, New York, New York.

C-8A

S/Sgt. Charles N. Thoms, 16092143, A.P.O. 493, c/o Postmaster, New York, New York.

Pvt. Leslie Gerlach, 36296885, A.P.O. 796, c/o Postmaster, New York, New York.

C-18

T/Sgt. Harry E. Polley, 36800287, A.P.O. 5545, c/o Postmaster, New York, New York.

C-20

Pvt. Carl Tomasello, 36258814, A.P.O. 35, c/o Postmaster, New York, New York.

Cpl. Chester Lidwin, 36214392, A.P.O. 3, c/o Postmaster, New York, New York.

C-25

Pvt. James Tominsek, 36281606, A.P.O 920, c/o Postmaster, San Francisco, Calif.

Cpl. Ray Cieslak, 16095376, A.P.O. 35, c/o Postmaster, New York, New York.

C-26

T/4 Joseph J. Stencel, 36221317, A.P.O. 386, c/o Postmaster, New York. New York.

C-30

Cpl. Glenroy R. Jones, 36259823, 3010st A.A.F. Base Unit Sec. C-2, Williams Field, Chandler, Arizona.

Pvt. Clare W. Barnes, 36800470 Cas. Det. "P" Sig. C., Camp Crowder, Mo.

C-31

Cpl. Laurel Krause, 36292333, A.P.O. 713, Unit I, c/o Postmaster, San Francisco, Calif.

PFC. Dan Cwiklinski, 36801889, A.P.O. 635, c/o Postmaster, New York, New York.

C-32

Lt. Delbert Ladwig, 0691899, A.P.O. 886, c/o Postmaster, New York, New York.

C-33

Sgt. Thomas G. Brophy, 36241373, A.P.O. 520, c/o Postmaster, New York, New York.

C-42

Pvt. Thomas Carrigan, 36291968, A.P.O. 417, Co. I, 273rd Inf., Camp Shelby, Miss.

C-48

Cpl. John H. Andreas, 36219230, A.P.O, 956, c/o Postmaster, San Francisco, Calif.

C-101

Elroy Ratzow, A/S, Co. 1442, U.S.N.T.C., Great Lakes, Ill.

THE FOLLOWING MEMBERS OF CREAM CITY LODGE LEFT FOR THE SERVICE IN JUNE:

Ralph G. Brandt, C-5.....Navy
Jerome J. Ciepluch, 9.....Navy
George W. Cwiklinski, 1....Navy
Edward Harsich, 29F.....Navy
Robert Huth, 9.....Navy
Herbert B. Jeske, 7C.....Army
Rudolph Krizen, 1.....Marines
Archie Loeb, 5.....Army
Henry Mergel, 1.....Army
George Mier, 15.....Navy
James W. Parbs, 6.....Navy
George Peskuric, 14.....Navy
Elroy G. Ratsow, 7.....Navy
Grant G. Rice, 26.....Navy
John A. Ulrich, 1.....Navy
Robert L. Watson, 20.....Army
Jerome Woida, 29J.....Navy

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We Aim to Please at All Times

Sakes Alive

Rose Foti C-14—Why sit on a married man's lap when his wife is around? Tony Callies said it would be more fun if you waited until his wife went away. . . .

As you know, our union held a free dance and beer party at the Eagles. C-14 had their share of beer guzzlers and jitterbugs. Among those who promised to come but didn't was Pauline (I'll be there for sure) Wotruba.

We in C-14-45 are wondering why Evelyn Taller worked the night shift for one week and then came back on days. Rumor has it that "desperate" Evelyn went out to see if she could find a man during the daytime.

C-H LIFE

At Cutler-Hammer we do work
Among the grime and grease and dirt.
We toil and toil all night long,
From 4 o'clock till nearly dawn.

And then whene'er the wind dost shift
Into our open windows drift
The stockyard stench and soft coal smoke
To be inhaled by factory folk.

How we stand it, you and me,
Is still a great big mystery.
From 4 o'clock till half-past one
Each night we'll work till the war is won.

Do the initials E. B. belong to the Romeo of C-18 who rides his bike around Third and Vienna to see C-18's pin-up girl?

Things will be pretty quiet in C-14 until September. Marcella Gabriel has gone back on the farm to help papa.

Ray Wilken, of C-14, is a papa again; this time it is a girl. You didn't waste much time, did you, Ray?

Norman Ley, C-14 star basketball player, is a little sad these days. It seems he has forgotten how to hit a ball.

There was quite a discussion among the girls in C-14-45 about pretty legs. If the girls will all wear their high heels, John German and Harry Pluta will be glad to judge them for you.

Angeline Rozek and the writer (Milton Keyser) are in a dilemma as to the design on a waist worn by a beautiful young lady in C-20. We do not know if it is flower or vegetable. Please clear this up, Peggy, we can not sleep nights.

We would like to see George Noe in a speed test with a lady as to the number of words spoken per hour. How about a contest with Verna Koch?

During the past weeks John Malecki and George Hackett have paid us a visit from Great Lakes. You boys are looking fine. We enjoyed the visit and hope you come again soon.

The employees on the three shifts in C-20 would be glad to have our Superintendent, Mr. Marshall, make at least an annual tour, so that the boys and girls could get acquainted with him. We are sure that there is nothing better than personal contact.

On the 15th of July, Mr. and Mrs. Frank Severa became the proud parents of a fine baby girl. Lots of joy and happiness to them both. Here's hoping the little cherub will inherit her mother's qualities.

Two of our very fine girls from C-20 left about six months ago to join the WAVES and have now finished their training and have been assigned to very important posts. Thelma Schauss, S 2/c, will be stationed at Great Lakes, and Jean Nourse will be stationed at San Francisco. Girls, we are very proud of you and this is a recommendation for C-20.



August is the month for swimming and Ann Rogazzewski, of the C-17 first shift, is taking advantage of it.

On July 4th, 29 employees of C-29J1 and C-29JN had a shop picnic. One of the benches was converted into a table. The menu included: potato salad, macaroni salad, deviled eggs, sandwiches of all kinds, and cake. Soda was provided by the boys. Original place cards were made by Martha Wilczewski and Virginia Pete. A song was sung by Dot Groves and composed by Martha and Virginia. (Song is printed below and is sung to the tune of "If You Don't Like Your Uncle Sammy." Guest of honor was Al Laux, who, to add to the picnic atmosphere, brought along ants, grass and dirt. (It has been reliably told me that Al starved hell out of them.) Be that as it may, said ants were seen to make a beeline for the eats; that is, all that could walk. It seems that Al sat on them. No doubt the S.P.C.A. will be interested. The guiding light for this affair was Merle Drawver and in half an hour the fun was over and everyone had to go back to work.

OUR SONG

Oh, keep those spare parts swiftly rolling
To the ships waiting out near the shore.
Forget your petty cares,
And always think of theirs
And what they are doing for you.
When you feel that you're tired and weary,
Think then of those bloody front lines.
Don't leave your bench, if your job is a "hot" one;
But settle down and see it through.

If you don't like working conditions
Then go back to the county relief;
You can eat those pork and beans,
While we live like kings and queens,
And help bring the boys back again.
If you think that you've got a hard job here,
Then just picture "their" suffering and pain.
So stop and think of the boys in the foxholes
And buy another bond today.

Has everyone in C-9 noticed the great change in Bessie Gass? The reason for that is none other than the beautiful diamond she received from Sgt. George Neff in June. She is now known as "Beaming Bessie." Everyone wishes much happiness to both of them.

Neither time, nor distance, nor life's stormy paths can separate those who really care.

C-18 workers finally discovered that a certain girl in the department acquired that beautiful tan while being stalled in a motor boat for over three hours at Little Cedar Lake. Wonder if the boyfriend left fuming on the beach believes that.

After a year's intensive campaigning, complete with temptingly adroit, flanking movements, Elayne "double-whistle" Hayward, C-6B, coyly accepted Norm "Sad Sack" Przybylski's diamond studded dazzler. Norm, of C-29D, was the most cheerful fellow in the Test Department—until last year. "Something snapped," he groaned, dazedly, "when I met Elayne." Rumor has it that "Whitey" Goetsch, C-8A, "Second-best man," picked out the ring and "talked" for Norm. Any way, Norm took a week's vacation (legally) to recuperate from the sudden shock of "ecstasy!"

Erich "Prince" Lambrecht, C-6A, married his "soul-mate" July 22nd. "Casanova-Dick" Kazmierczak, who gave up smokin', smilin', and speakin', to please his own "love-life," was best man. The entire Dept. now bows low when greeting "the Prince"—now a member of the 400! "400 what?" chirped "Smiley." And Erich now dines on pink tea and crumpets and toasted humming bird wings—a far cry from his goldfish swallowing days. . . . No more "hash" on Thursday, "Prince!"

Ray "Butter-ball" Laux, C-6B, left for the army last week. Ray, fearing the army was "underfed and watered," took care of those items personally on his last week of leave. "But just wait until my first furlough," he boasted, "and take a gander at my new 'physique!'" We'll be waiting—and looking!

Josephine "Jo" Glorioso, the poet laureate of C-6B, has been setting her recent efforts to music. Here's one with a patriotic motif, to the tune of "Down in the Valley:"

"Back to our benches we must all go,
In order to win the Victory Road.
Stick to your jobs, gang, doing your share;
Think of our boys who'll be happy there!"

The marriage mart set a furious pace with the weddings of Nora and Marty. In the future it will be quite proper to address Nora as Mrs. Nora Kropacek and Marty as Marty Jankowski. Our best wishes to both of them.

With so many new faces appearing among us, we union members have a good opportunity of helping our stewards, especially by helping a new worker get his bearings in the plant and also hinting that we have a good union here.

We at Juneau Plant suffered the loss of a good friend a few weeks ago when our nurse, Lucile Meyers, answered the call to arms and enlisted in the Navy. Lou had been employed by Cutler-Hammer for 3 years, of which 1½ years were spent with us. A farewell party was given for her and she was presented with a pair of Navy cuff links. Lou wishes to convey her goodbyes and best wishes to everyone at Juneau Plant.

Important To Register-Vote

By Julius Drozewski, Chairman Legislative Committee

With the passing of the two outstanding political conventions of the Democratic and Republican parties held in Chicago but a few weeks ago, one, after listening to the proceedings from time to time of either of these groups, could not help becoming conscious of this prelude to the forthcoming elections in November when the President of these United States, together with the various representatives of the Congress and Senate, is to be chosen.

To some of us, as to some of the delegates of the respective conventions, the significance of the holding of such conventions in a country at war has been fully realized, while to others it was just one of those things that happen.

To some delegates it meant arduous hours of work and effort in respective committee sessions, while to others it was just an opportunity of being present in a convention and watching the carefree conduct of other delegates.

To some delegates it was only a question as to who was to be the torch-bearer in the fall elections, while to others it was a challenge of setting forth in motion a program of economic and political soundness.

And so to us fellow union-members comes forth this challenge: will we do about it? What do about it? Well, here is ing that we can do, and gislative Committee of the urges that you do it.

be in a position of being of the vast forces of the an people of the country re going to do something , it is extremely necessary u take advantage of your t privilege of casting a for your choice in the coming election. How can you do it?

It is necessary that you be a registered voter. In this country of ours this is a privilege of any citizen 21 years or over. If you meet the requirements and as yet are not a registered voter, go to the city Election Commission **at once** and register **immediately.**

To you who have moved and have not made your change of address, do so by dropping a postal card indicating the residence from which you last voted and your present address.

The Legislative Committee calls attention to the fact that the Election Commission is now currently engulfed in the task of registration for the coming primary on August 15th and will continue to accept same until the dead line, August 4, 1944.

Therefore, fellow union-members, let us all be a part of this gigantic force of the American people that is going to do something about it, let us enjoy this privilege, let us cherish the right to vote, and by all means let us get out the labor vote, so that we may support our friends and defeat our enemies.

Taxes

(Continued from page 1, Col. 3)

"6. That you can escape paying your income tax—or filling out and filing your income tax return by March 15th.

"7. That the Payroll Department is able to tell how many dependents you have and on what exemption basis you should be paying tax.

"You Know Your Tax Law—If You Realize That—

"1. The more you earn every week the more you will have left for yourself after all taxes are paid. There is absolutely no exception to this rule.

"2. The weekly income tax brackets are from $10-$15; $15-$20; $20-$25; $25-$30; $30-$40; and increase in $10 amounts from $40 up. Your tax deduction is based on the **middle point** in your tax bracket—for example, if you make between $25 and $30, it is $27.50; if you make between $30 and $40, it is $35. If you earn between $27.50 and $30, the withholding tax **does not cover what you owe and you may have to make up the difference later.** If you earn between $25 and $27.50, the withholding tax may be more than you owe, and **a refund may bemade to you later.** In any case **you will eventually pay just what you owe,** not one cent more or one cent less.

"You Can't Beat the Tax Law, and It Won't Try to Beat You!

"3. When your income goes into the next higher bracket, the company is immediately **required to withhold additional tax.** This additional tax is sometimes even greater than 50% of your increase. This may seem to you as if your increase is not worthwhile. **This is absolutely false reasoning.** It merely means that you are paying your additional tax **in advance** through the tax withholding instead of having to fork it over later.

"4. If you pay more tax through withholding than you owe, you will get a refund or credit. This is explained in Item 23 on the long tax form, in Item 17 on the short form.

"5. Your tax deductions are determined according to an official income tax table, prepared by the United States Treasury Department.

"6. Practically e v e r y wage earner **must** fill out and file an income tax blank by March 15th. Everyone must pay any balance that is due on that date.

"7. It is up to **you** to report accurately the correct number of dependents and to indicate whether you are married or single and if you are head of a family. It prevents payroll mistakes and determines how much tax is withheld. If you are married, you find out whether your husband claims all or half the exemption. You must have a conference with him on this point.

"What you owe is affected by your deductions, such as contributions, interest, medical expenses, and so forth.

"There are sudden jumps in the withholding tax, but there are no sudden jumps in the tax you finally pay.

"If you earn a little more you pay a little more tax.

BUY NOW! SAVE NOW!

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OPA News Flashes

Questions always signify consumer interest and if we have consumer interest, our efforts are bound to be productive and worthwhile. This will answer a few of the questions which are confusing to the consumers today. They are typical of the scores we received in response to our questionnaires.

Are points required for ground beef?

Points are not required for ground beef if it is hamburger, w h i c h consists of non-rationed meat trimmings. If the ground beef consists of chuck or round steak, however, then points must be paid.

Are bakery prices of sweet rolls, coffee cake, stollen, etc., supposed to be the same this year as last?

On sweet rolls, coffee cake, stollen, etc., bakers are allowed to increase their prices twice a year —but only the amount of the increased cost of ingredients. Since most ingredients used are under price control, the amount of increase is small. These increases are filed in April and October with the District Office.

Where can we find the new prices when the OPA Ceiling Price Lists are changed?

Whenever OPA Community Ceiling Prices are c h a n g e d, amendments are published which your grocer is required to post alongside the Community Ceiling List. New OPA Community Ceiling Lists are published at regular intervals and your food store must post these lists in a prominent place so consumers can easily read them.

REMEMBER YOUR PLEDGE:

"I pay no more than ceiling prices."

"I accept no rationed goods without giving up ration stamps."

For Information on
Family Income
Retirement
Social Security

★

SEE JOHNNY BOHL C-H C-b 1061 Member or Write to Me at 3837 N. 21st St., Milwaukee 6

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BY-LAWS

of

CREAM CITY LODGE NO. 1061

International Association
of Machinists



Affiliated with

WIS. STATE COUNCIL OF MACHINISTS
District No. 10, I. A. of M.

MILWAUKEE FEDERATED TRADES
COUNCIL

WIS. STATE FEDERATION OF LABOR

THE AMERICAN FEDERATION
OF LABOR



ARTICLE I

Name and Meetings

Section 1. This lodge shall be known as Cream City Lodge No. 1061, International Association of Machinists.

Sec. 2. Regular meetings of this lodge shall be held at least twice a month.

Sec. 3. Time and place of meetings may be changed at any regular meeting or at a called meeting by a two-thirds vote of the members present voting. The Recording Secretary of the lodge must notify all members by mail when a change has been made.

Sec. 4. Special meetings may be called by action of any regular meeting. The President must call a special meeting on the written request of either ten per cent or of 100 members of the lodge, who must specifically state the purpose for which such meeting is to be called. All members must be notified of such meeting by mail and the purpose of the meeting must be clearly stated in the notice. No business except that specified in the call shall be transacted at a special meeting.

Sec. 5. Twenty members shall constitute a quorum for the transaction of business.

ARTICLE II

Qualification for Membership

Section 1. Any person of good moral character and steady habits

who is actively employed for 30 days at Cutler-Hammer, Inc., shall be eligible for membership.

Sec. 2. Any person employed 30 days at Cutler-Hammer, Inc., and a member of any union affiliated with the American Federation of Labor must transfer his membership to Local No. 1061 while continuing to work there.

ARTICLE III

Application, Initiation, Reinstatement

Section 1. Application for membership in this lodge shall be strictly governed by the constitution, and shall be made on the usual blank form provided for such purpose.

Sec. 2. Each application must be properly filled out and be endorsed by a member in good standing. The application must be accompanied by a payment of at least one dollar ($1.00) at the time of presentation. The balance of the initiation or reinstatement fee must be paid before initiation or reinstatement is consummated.

Sec. 3. Applications are to be read in the lodge meeting and if no objections to the applications are made, they can be voted upon collectively and the applicants can be initiated at the same meeting. If an objection is made, the application objected to shall be turned over to an investigating committee of three (3) members, two (2) of whom shall be appointed by the President and one (1) of whom

shall be appointed by the Vice-President. The committee shall investigate the eligibility of the applicant and report thereon at the next regular meeting of the lodge, whereupon a yea and nay vote will be taken upon the question of admission of the applicant to membership. A two-thirds (⅔) vote of those voting on the question shall be necessary to elect the applicant to membership. An application once rejected shall not again be voted on until after the expiration of six (6) months.

Sec. 4. The initiation fee shall be five dollars ($5.00). The reinstatement fee shall be five dollars ($5.00), subject to the following terms: Where a member has been continuously employed at Cutler-Hammer, Inc., and has been dropped from membership for non-payment of dues, the reinstatement fee shall be five dollars ($5.00) plus all arrearage of dues, assessments and fines assessed against him. Any appeal to this rule shall be acted upon by the Executive Board.

Sec. 5. All candidates proposed for membership shall be notified by the Financial Secretary to appear for initiation and should the candidate fail to appear for initiation within a period of four (4) weeks after being notified, the right to initiation shall be forfeited together with the fee paid, unless a satisfactory excuse is given and duly approved by the lodge.

Sec. 6. Any applicant whose application has been rejected shall have the money paid refunded.

ARTICLE IV

Dues, Assessments and Fines

Section 1. The monthly dues of this lodge shall be for Journeymen and Specialists two dollars ($2.00), for Production workers, helpers, women, sweepers and watchmen, one dollar and fifty cents ($1.50), and for apprentices one dollar and twenty cents ($1.20).

Sec. 2. In an emergency case, the lodge may levy an assessment on its members. Such action must be laid over to the next regular meeting or to a special meeting called for that purpose. All members must be notified of the meeting by mail and the proposed assessment to be adopted must receive not less than a two-thirds (⅔) majority of the votes of those present and voting.

Sec. 3. All assessments and fines are due within thirty (30) days after levy, after the expiration of which time, the Financial Secretary shall send written notices to all members not paid and if not paid within 60 days after issuance of such notice, they are dropped, regardless of the date to which their dues are paid.

Sec. 4. Any member who becomes three months in arrears with the payment of dues automatically suspends himself from membership.

ARTICLE V

Unemployment Stamp

Section 1. Any member who, without fault on his part, is unemployed

for the major portion of the month is entitled to an unemployment stamp for that month.

ARTICLE VI

Qualification and Election of Officers

Section 1. The regular officers of this lodge shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Conductor and Sentinel, and a Board of Trustees consisting of three (3) members.

Sec. 2. All of these officers, with the exception of the members of the Board of Trustees, shall be nominated at the first meeting of the lodge in the month of November.

If there are more than two nominations for any position, a primary election shall be held at this meeting and the two receiving the highest number of votes for each position shall be the nominees whose names are to be voted on in the final election.

The final election shall be held at the first regular meeting of the lodge in the month of December. The Recording Secretary shall have suitable ballots prepared on which the names of all nominees under the proper official classification and in alphabetical order.

Sec. 3. No member can be nominated for any office unless he or she is present at the meeting when such nomination is made, except where a written excuse is offered for the ab-

sence, received and accepted by the lodge.

Sec. 4. In order to qualify for nomination, a member must have been in good standing with this lodge for one (1) year prior to nomination.

Sec. 5. All officers shall faithfully perform their duties as outlined in the Subordinate Lodge Constitution of the Grand Lodge and these By-Laws.

Sec. 6. The salaries of all lodge officers for the succeeding year shall be determined at the first meeting of the lodge in the month of November.

Sec. 7. The President shall be a member of all committees elected or appointed.

Sec. 8. The Financial Secretary shall, in addition to his duties, notify the Stewards of all members who have become two months in arrears with their dues and are about to be dropped.

Sec. 9. The Financial Secretary and the Treasurer shall be bonded and insured. The amounts of these bonds and insurance shall be determined by the lodge upon recommendation of the Trustees.

Sec. 10. The Board of Trustees shall consist of three members, one of whom is to be elected each six month period for a term of 18 months. (a) The Board of Trustees shall be custodians of all bonds, certificates and all other lodge property. They shall act as representatives of this

lodge at all stockholders' meetings of companies in which this lodge is financially interested. They shall deposit all funds, which are not in the hands of the Treasurer, in some institution of sound financial standing in the name of the lodge. No funds can be withdrawn without the signature of the Treasurer and two members of the Board of Trustees. They shall assist the Auditing Committee in their work at the quarterly meetings. (b) All expenditures of the lodge shall automatically be referred to the Board of Trustees for consideration and recommendation. (c) It shall be the duty of the Board of Trustees to submit recommendations as to the amount of compensation for officers, committees and delegates at the first meeting of the month of November.

Sec. 11. The Board of Trustees, together with the President, Vice-President, Recording Secretary, Financial Secretary and Treasurer, shall constitute the Executive Board for the lodge.

This Board may make recommendations to the lodge on any matter and in case of emergency they may act on behalf of the lodge, but must report on such matters at the next regular meeting of the lodge.

ARTICLE VII

Standing Elected Committees and Delegates

Section 1. The standing elected committees and delegates of the lodge shall be a committee on Constitution

and By-Laws, delegates to the District Board and delegates to the Federated Trades Council.

Sec. 2. The Auditing Committee shall consist of three members and shall be elected at the last meeting in the months of March, June, September and December of each year. The Auditing Committee shall meet with the Board of Trustees, elect a Secretary and at each quarter audit the books, keep a record of the same and submit a written report to the lodge.

Sec. 3. The Committee on Constitution and By-Laws, delegates to the District Board and delegates to the Federated Trades Council shall be elected in accordance with the provisions of Article VI, Sections 2, 3, 4, 5, and 6.

Sec. 4. The Committee on Constitution and By-Laws shall consist of five (5) members. It shall be their duty to investigate all proposed amendments to the Grand Lodge Constitution and the By-Laws of this lodge. They shall have authority to initiate amendments for the approval of the lodge.

Sec. 5. Delegates to the District No. 10 Board shall be elected in accordance with the number of members, and in accordance with the By-Laws of District No. 10.

Sec. 6. Delegates to the Federated Trades Council shall be elected in ac-

cordance with the number of members and in accordance with the By-Laws of the Federated Trades Council.

ARTICLE VIII

Standing Appointed Committees

Section 1. The standing appointed committees of the lodge shall be a Relief Committee, Legislative Committee and a Shop Committee.

Sec. 2. The Relief Committee shall consist of five (5) members and shall be appointed by the President. The President shall be chairman of this committee. All reports received of a member sick or in distress are to be referred to the Relief Committee to investigate and when approved, the committee may make recommendation to the lodge for relief.

Sec. 3. The Legislative Committee shall consist of three members. They shall be appointed by the President at the first meeting in January for a term of one year. They shall promote legislation favorable to labor and prevent the passage of detrimental legislation.

Sec. 4. The Shop Committee shall consist of six (6) members. No two shall be from the same department. Three (3) are to be appointed by the President, and three (3) appointed by the Vice-President at the first meeting in January, and are to be approved by a two-thirds (⅔) vote of the members present voting at the meeting. They shall be appointed for a term

of one year. They shall be the only committee to be recognized for handling with the management all matters affecting the employment for all members in all departments. Additional committee men may be appointed when conditions warrant.

ARTICLE IX

Stewards and Bargaining Board

Section 1. The Stewards are to be elected in the various departments and the names presented at a regular meeting of the lodge for confirmation and recording. Their term of office shall be one (1) year. The election to take place in the month of December and confirmation to be made at the first meeting in the month of January.

Sec. 2. The Shop Committee and department Stewards shall hold at least one joint meeting in each month. They shall make their own rules and regulations to govern themselves.

Sec. 3. The Bargaining Committee shall be composed of the Shop Committee and three (3) members elected at the first meeting in January for a term of one (1) year. They are to draw up an agreement satisfactory to the lodge and present same to the management.

Sec. 4. Other committees than those listed in these By-Laws may be created by action of the lodge as conditions demand.

Sec. 5. Vacancies in any office, delegateship or committee occurring during the year shall be filled as they occur by nomination and election at any regular or special meeting called for this purpose. Nomination and election in case of vacancies shall be held at the same meeting, unless otherwise provided for by action of the lodge.

Sec. 6. All committees shall make a written report of their activities and recommendations to the lodge.

ARTICLE X

Suspension and Recall

Section 1. Any officer, delegate or committee member absent from three (3) regular meetings in succession shall be notified by the Recording Secretary to attend the next regular meeting; failing to do so, he shall be suspended from office, sickness excepted.

Sec. 2. The President shall have the power to declare any elected or appointed office vacant when the officer fails to do his duty in the best interest of the lodge.

Sec. 3. Any elected or appointed officer can be recalled for malfeasance of his duties by a two-thirds (⅔) vote of all present at any called or special meeting called for that purpose.

Sec. 4. A recall must be signed by forty (40) members and must contain a clear, concise statement of the spe-

cific charges against the officer. It shall be read at a regular meeting at which a committee of three (3) shall be elected to investigate the request for recall. The committee shall make a written report of its findings to the lodge.

ARTICLE XI

Duties of Members

Section 1. It is the duty of all the members to pay all dues and assessments promptly and to faithfully attend all the meetings.

ARTICLE XII

Sick Benefit Plan

Section 1. Members of this lodge who are sick or disabled, upon reporting to the Financial Secretary, on a form provided for such purpose, duly executed by a registered physician, shall be entitled to sick benefits, the amount of which is stipulated in Section 2. In case such certificate of sickness is not obtainable, the committee shall investigate the member's sickness and determine if the member is entitled to benefit. Sick benefits shall be paid from the beginning of the second week from the date on which report of sickness or disability is made, for a period not to exceed ten (10) weeks in any twelve (12) consecutive months. Benefits are to be paid for completed weeks of sickness or disability only. The dues of members, in order to be entitled to sick benefits, must be paid up to date and any arrearage in dues or assessments will be subtracted from the first benefit paid.

Sec. 2. Rate of Benefits: The following weekly benefits shall be paid to members who are sick or disabled and after complying with the foregoing provisions:

	Journeymen, Specialists	Production Workers, Helpers, Women, Sweepers, Watchmen	Apprentices
After 6 months' continuous membership in this lodge	($5)	($4)	($3)
After 1 year continuous membership in this lodge	($6)	($5)	($4)
After 2 years' continuous membership in this lodge	($7)	($6)	($5)
After 3 years' continuous membership in this lodge	($8)	($7)	($6)
After 4 years' continuous membership in this lodge	($9)	($8)	($7)
After 5 years' continuous membership in this lodge	($10)	($9)	($8)

The total amount of benefits to be paid to any member shall not exceed the sum of two hundred dollars ($200). For the purpose of computing benefits, only regular dues paid shall be counted.

Sec. 3. No sick benefits shall be paid, (a) for maternity cases or complications thereof, (b) to any member found to be intoxicated while on the sick list, (c) to any member whose sickness or disability is the result of immoral or improper conduct, (d) to any member who is disabled by any disease or infirmity by which he was afflicted previous to initiation, reinstatement or transfer to this lodge, (e) to any member while charges against him are pending under the penal provisions of our constitution, (f) to members while in military service for the United States government. Sick benefits shall again begin after honorable discharge from military service and upon re-employment by Cutler-Hammer, Inc., and upon surrendering his honorary war service and military training retirement card and re-establishing himself as an active member of Cream City Lodge No. 1061, within five (5) days of the date of re-employment. Such member shall be entitled to sick benefits at the rate of compensation which he was entitled to upon leaving for military service.

Sec. 4. Appeals: In case of a dispute in regard to the payment of benefits under this article, an appeal may be taken from the action of the

Sick Committee to the lodge. In no case shall members appeal to the civil courts for redress until they have exhausted all their rights of appeal under the laws of the International Association of Machinists.

Sec. 5. It will require a two-thirds (⅔) vote of the members voting at any called meeting to dissolve the sick benefit plan.

ARTICLE XIII

Alterations and Amendments

These By-Laws may be altered or amended by submitting any proposed alteration or amendment in writing, signed by at least ten (10) members. All such alterations or amendments shall be read to the lodge for three consecutive meetings; after the first reading they shall be referred to the Committee on Constitution and By-Laws, which shall arrange a hearing and submit a report before a final vote is taken. It shall take a two-thirds (⅔) majority of all members present for adoption.

These By-Laws shall take effect upon approval by the International President and remain in force until repealed or amended by the lodge.

Nothing in these By-Laws shall be construed or applied in a manner that will conflict with the provisions of the Grand Lodge Constitution. All matters arising and not specifically covered by these By-Laws shall be governed by the subordinate lodge and Grand Lodge Constitution.

APPROVED

These By-Laws are approved with the understanding that the Financial Officers of the lodge are to be bonded in the Fidelity Department of the Association in accordance with G. L. Constitution.

H. W. BROWN,
Intl. President.

Date—October 21, 1942.

Per EARL MELTON,
General Vice-President.

Committee:
OTTO ENSLEN,
EDWIN SCOTT,
ARTHUR FISH,
CLIFTON JACOBS,
MARTIN CODY.

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1. Comments
2. Note from Agent
3. Pamphlets
   Standards of Apprenticeship for Machinists and Tool and Die Makers
   By-Laws of United Lodge
   By-Laws of District No. 10
   Constitution of the Grand Lodge, District and Local Lodges
   Bull Dog Rattle

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A. O'CONNOR Date 6-28-44

Plant involved JAMBOR-TOOL + STAMPING-CO-

Name, title, address, and department of persons interviewed

LESLIE A. GRAY-FIN. SEC. 951 N. 4th ST- MILWAUKEE-WIS
CLARENCE-KREBS-AUTOMATIC-DEPT-HEAD STEWARD- 713 W. KEEFE AVE " "
ANGELINE MACAK-MACHINE-OPR-STEWARD + BARG-COMM-2956 SO. 8th St. " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A.F.L.
2. Local No. 66 Address 951 N. 4th ST. MILWAUKEE-WIS.
3. How long local organized? OVER-40 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 2 YEARS-1942
6. President's name and address, if not listed above ED. ROOB
   1315 N. 59th ST- MILWAUKEE-WIS.
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
JAMBOR-TOOL + STAMPING-CO-	85-APRX	40 APPRX	85-	40-

THERE-ARE-72-SMALL-PLANTS-UNDER-JURISDICTION OF LOCAL 66-I.A.M.

8. Union cost to worker:

	Men	Women
a. Initiation fees	5.00	5.00
b. Dues (specify period covered)	1.50 PROD	1.20 MO
c. Fines (" what for)	3.00 JOURNEYMANS-	
d. Other	50¢ FINE-FOR NON ATTENDANCE OF PLANT-MEETING-	

9. Women's local union activities:

a. Union committees on which women serve:

ENTERTAINMENT- 3 WOMEN- (POST FOR THIS PLANT)

b. List other committees:

NONE

c. Local union offices held by women:
NO LOCAL OFFICES- " "

8 WOMEN DELEGATES- TO FEDERATED TRADES COUNCIL

d. Attendance at union meetings:

FAIRLY GOOD AT PLANT UNION MEETINGS
POOR AT LOCAL UNION MEETINGS

10. Union program for increasing women's participation in union activities: (Give source of comments.)

CLARENCE-KREBS- NO-SPECIAL-PROGRAM-FOR WOMEN-

ANGELINE-MACAK- Occasionally a party for Employees of the plant. given by the union. dancing & refreshments free.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

CLARENCE-KREBS- Women have worked in this shop before the war, and will continue. However returning service men will be given the preference. Seniority will prevail he stated.

b. Equal pay

CLARENCE-KREBS- Women have not received equal pay, in this shop. He was not any too keen about equal pay for women.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant JAMBOR-TOOL & STAMPING-CO
2. Address 3057 N. 30th ST. MILWAUKEE-WIS.
3. Product OIL-PUMPS, KING PINS, SHAFTS, ROCKER ARMS-SHAFTS
4. How long since union had contract in this plant: 2 YEARS-1942
5. Payment of dues: Checkoff_____ Steward_____ Other (specify) AT-PLANT MEETINGS-AT-OFFICE
6. How long women in this plant members of union: 2 YEARS-1942
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No_____
   No. men 2 No. women 1
   THEY-ARE TERMED-SHOP-COMMITTEE
   b. labor management committees: Yes ✓ No_____
   No. men 5 No. women 2
   c. Shop steward: SAME-AS-BARGAINING-COMM- No. men_____ No. women_____
   d. Grievance committees: SAME AS-BARG-COMM- No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
AUTOMATIC-	15	1	1 HE-SERVES OTHER-DEPT-TOO-		PLANT-WIDE	
MACHINE-OPERATORS-	8	10		1		

e. Other union committees in plant; their functions; and state if women are members:

WOMEN- FIRST- AID -
She works as an operator, but does all first aid

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: Women do not have Equal pay. union claim, they are working towards it.

b. Training and upgrading opportunities: Small shop, no union training program

c. Seniority rights: Union program is same seniority for men and women.

d. Special activities in regard to community services:
Community Fund
Bond Drive
Blood Donors.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2 - 11-A.

b. Equal pay

SEE PAGE 2 - 11-B.

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

ANGELINE-MACAK

There is not much of a program for women, if any. It is a very small shop, and the men just take it for granted, women should work for less hourly rates, even though they (1-2) work on mens work. Union could do more for the women.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No_____
(2) For "men's" jobs on which women are employed? Yes____ No____

SOME-SORT-OF JOB-EVALUATION-
NOT-THE-POINT-SYSTEM-

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No_____

b. By bargaining? Yes ✓ No_____

It really is not an issue. because women receive womens rate on mens jobs.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

ANGELINE-MACAK- Women do not upgrade to mens rates they are always at the lower level. There is prejudice against women taking mens jobs, not openly. But actions speaks louder than words.

CLARENCE-KREBS. Women promote to the highest womens rate and "Stay Put." Some jobs are not suited for women. And women dont have the long machine shop experience.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide ✓ If so, by sex Yes_____ No ✓
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No_____
(2) lay-off Yes_____ No ✓
(3) rehiring Yes_____ No ✓

If yes, explain:
1-2 women do mens work & receive womens rate. One might say, that two promote in a job, but do not promote in wage rate.

6. Placement on shifts: Number of shifts plant operates: 1_____ 2 ✓ 3_____

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd_____

b. Does placement depend on seniority: Yes ✓ No_____
Explain:
Certain experienced men must work on 2nd shift regardless of seniority, in order to man the depts.

7. Rest periods:

a. Does plant provide formal rest periods: Men 5 MIN- A.M. P.M. Women 5 MIN- A.M. P.M.
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN- Women 45 MIN-
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason
   KREBS - Stated. Women become more fatgued-
   MACAK - Stated, she thought it was a state law.

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence ✓
      (1) If yes, what is time limit? NO-STATED-TIME-Accumulates.
      (2) Are seniority rights retained? Yes ✓ + accumulates No _____
      (3) With pay? Yes (specify length) _____ No ✓

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ NO-INCENTIVE
   b. Piece NO-PIECE-WORK

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female NONE
   b. Lower for female YES
   c. Higher for female NO-CHANCE

B. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____

(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No _____

(1) If such policy, same for women as for men: Yes _____ No _____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No _____

(2) By equal pay clause: Yes _____ No _____

(3) By rate of job regardless of sex: Yes _____ No _____

d. Does contract openly discriminate against women: Yes _____ No _____

If so, explain:

e. Mention of women in contract? Yes _____ No _____ Explain:

3 Seniority:

a. Provisions regarding seniority lists:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary, and/or regular workers_____ If so, by sex Yes_____ No_____
(duration)

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____ Women_____

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No_____
If yes, state provisions.

F. War Labor Board Case

1. Title of case N.R Regional number____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

N. R.

5. W.L.B. Ruling:

N. R.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

N. R.

8. How did women workers benefit from case?

N. R.

LESLIE A. GRAY - FINANCIAL SECRETARY LOCAL 66 - 1 A. M.

Stated there were over seventy shops under jurisdiction of Local 66. He claimed many of the employers were sorry they had to hire women, and that they stay home for ever so many reasons; because the employers cannot depend on them. He claims they prefer the men.

A lot of women will not want to quit their jobs after the war. In many cases women are earning more money than they ever did before and his opinion was, it won't be so easy "To get rid of the women". He said women want the higher paid jobs but won't pay the higher union dues that automatically go with those jobs. Women generally let the men bargain for them, even though they are not satisfied with the results. Women are afraid of their security in their jobs after the war, he said.

There are instances where the death benefit is unbeknown to wifes of the men, the payment of which is a "Godsend" to them. Men let themselves become suspended and send their wifes to pay up, when they find out that his sick and death benefit have been jeopardized. They take care of his dues so as not to have him become suspended again.

Anne Henschen's name was given me and I thought she was employed in another plant; but I feel the interview is worth reporting.

ANNE HENSCHEN: - 4057 NO. 48TH ST - MILWAUKEE - WIS.

She is on the Shop Committee, same as (Contract and Grievance Committee). Also a Steward employed at PERLICK R. BRASS COMPANY - 3110 W. MEINECKE AVE., MILWAUKEE, WISCONSIN who employes 50 men - 9 women. The women have been employed for about 1½ years and belong to I. A. M. Local - 66, A.F.L.

All employees have 10 minute rest period, morning and afternoon. The men have 30 minute lunch period, women have 1 hour, because they go home and look after the family. Maternity leave; the women quit, and so far, no one has returned to work.

Her rate is 62¢ hour, on women's work but when she operates a Turret Lathe she receives men's rate of $1.00 an hour. Women begin at 45¢ an hour; men at 72¢ an hour but they do not begin on same jobs. There is practically no upgrading for women, women do women's job and men do men's work. No women are hired if men available, and she feels after the war no women will be ~~hired.~~ EMPLOYED.

SHE IS DELEGATE FROM LOCAL 66 I.A.M.
TO MILWAUKEE FEDERATED COUNCIL

ANGELINE MACAK: -

She was very co-operative, and talked freely; had worked at the shop fourteen years beginning at 32½¢ an hour. It was a small place; they have increased since the war. They have received increases after they organized. She can operate any machine; has worked as a time-keeper. She trained at Red Cross in First Aid and now serves as first aid along with her work.

A few women work on men's short run jobs. (She is one of them) for 1, 2, 3 days. No women works steady on any man's job. They receive the women's rate on those jobs, whereas if they are short handed on women's jobs and men are put on them, they receive their men's rate, not the lower women's rate. At present she is working on cast iron at 65¢ an hour, her highest rate - whereas inexperienced men begin at 70¢ an hour.

Rates are low in this shop but with fourteen years seniority, she don't want to quit, and become a new employee elsewhere. She feels it is a poorly managed shop, instead of hiring thru the U.S. E. S., the boss goes to the "Rescue Mission" and picks up men who only stay a few days.

CLARENCE KREBBS: -

He was co-operative and gave me most of the data for the schedule. The women do not receive equal pay he stated, but the union is working towards it. He was very interested in the two bulletins "Suggested Standards for Union Contract Provisions Affecting Women" and "Equal Pay, A Progress Report". He asked for additional copies of them to give to the Union key men in the shop. (Hope something will develop on equal pay for those women).

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A. O'CONNOR Date 6-28-44

Plant involved CLUM-MFG-CO- MILWAUKEE-WISC-
Agreement Attached

Name, title, address AND DEPARTMENT of persons interviewed

JOHN C. STRASEN-BUSINESS-AGENT- 951 N. 4th ST- MILWAUKEE-WISC.
EUGENE-DELLMAN-HEAD-STEWARD- 3170 N. 41ST ST- " "
MISS DORIS MACIOLEK-ASSEMBLY-2nd FL- STEWARD- 2538 A. So. 12TH ST- " "
MISS FLORENCE-CICHUCKI-ASSEMBLY-1st FL. STEWARD- 1569 So. 10th ST- " "
MISS MARGARET-TORDO-ASSEMBLY-STEWARD- 321 N. JEFFERSON-ST. " "
MISS DOROTHY- BLEICH ASSEMBLY- STEWARD- 1243 W. WINDLAKE-ST- " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A.F.L.
2. Local No. 66 Address 951 N. 4th ST- MILWAUKEE- WISC.
3. How long local organized? OVER- 40 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ✓
5. How long women members? 7 YEARS- 1937
6. President's name and address, if not listed above ED. ROOB
   1315 N. 59th ST- MILWAUKEE- WISC.
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
CLUM-MFG- CO.	110 APRX	70 APRX	110 APRX	70 APRX

THERE ARE- 72 -SMALL-SHOPS-UNDER JURISDICTION OF LOCAL- 66- I. A. M.

8. Union cost to worker:

	Men	Women
a. Initiation fees	$ 5.00	5.00
b. Dues (specify period covered) Men+Women PRODUCTION - 1.50 MO APPRENTICE-1.20 MO.		
c. Fines (" what for) SPEC-JOURNEY-MEN- 2.00		
d. Other LOCAL-PLANT		

25¢ FOR NON ATTENDANCE OF MEETINGS.

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 3 WOMEN- (IN THIS PLANT.)

b. List other committees:
NONE

c. Local union offices held by women:
NO LOCAL-OFFICES-HELD BY-WOMEN
A. WOMEN- IS SEC.(REC)-OF THE-PLANT-MEETINGS-
8 Women delegates to Federated Trades Council

d. Attendance at union meetings: PLANT UNION
50% OF THE WOMEN ATTEND-MEETINGS-
BECAUSE OF THE-25¢ FINE
POOR at LOCAL UNION-MEETINGS-

10. Union program for increasing women's participation in union activities: (Give source of comments.)

FLORENCE-CICHUCKI- NO-SPECIAL-PROGRAM.
EUGENE- DELLMANN- Stated, Union had movie about Blood donors, and party after movie serve free refreshments. Give Xmas party, members bring their children, The above is both for men & women.
DOROTHY-BLEICH, Said Union gives dances, with free refreshments to try and interest both men & women.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

EUGENE-DELLMAN- Women have always worked in this plant and will continue after the war.
JOHN C.STRASEN- Women who worked in the shop before the war, will stay there. Many new women are working for duration.
Both said on many jobs, women are indispensible

b. Equal pay

EUGENE-DELLMAN- When women perform the same job as men she definitely should have same pay.
JOHN C.STRASEN- He is for the Equal pay policy.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant CLUM-MFG-CO
2. Address 611 W. NATIONAL-AVE- MILWAUKEE-WISC
3. Product AUTOMATIC-ELECTRICAL-CONTROL-PRODUCTS-(CHOKE-CONTROLS-IGNITION-SWITCHES-GENERATOR CUT OUTS-
4. How long since union had contract in this plant: 1937- 7 YEARS
5. Payment of dues: Checkoff_____ Steward_____ Other (specify) PAY-AT-PLANT MEETINGS- + UNION-OFFICE
6. How long women in this plant members of union: 1937- 7 YEARS
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No_____
      No. men 3 No. women 1
      THEY-ARE-TERMED-SHOP-COMMITTEE
   b. Labor management committees: Yes_____ No ✓
      No. men_____ No. women_____
   c. Shop steward: No. men 4 No. women 4
      SAME AS-BARGAINING-COMM.
   d. Grievance committees: No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
ASSEMBLY- 2nd FL-	6	13	0	1	PLANT WIDE	
ASSEMBLY- 1st FL-	3	11	0	1		
ASSEMBLY-	6 BOYS	17	0	1		
ASSEMBLY-	1	15	0	1		
TOOL-ROOM						

e. Other union committees in plant; their functions; and state if women are members:

NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

The union is striving for equal pay, but in too many cases, not able to secure it.

b. Training and upgrading opportunities:

There is hardly any upgrading of women in this shop. No program

c. Seniority rights:

Union program is same Seniority for men & women

d. Special activities in regard to community services:

RUSSIAN- CLOTHING- RELEIF
RED CROSS-
COMMUNITY-FUND
BLOOD- DONERS-

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2-11-A.

b. Equal pay

SEE PAGE-2-11. B.

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

FLORENCE CICHUCKI – Stated the rates for the women are too low, and she feels the union could do more, than they are doing for the women.

DORIS MACIOLEK- Said the union has helped both the men and the women. Union is good, but the womens rates are too low.

MARGARET-TURDO
DOROTHY- BLEICH- Both said they received 5¢ hr increase (W.L.B. Ruling March 44) like all the rest in plant, but they felt it was not enough for the women because their rates, are so much lower than the mens. Union is good for the workers.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No ✓

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes ✓ No_____
(2) For "men's" jobs on which women are employed? Yes_____ No ✓

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____ NOT MUCH-DETERMINATION. WOMEN-DONT-RECEIVE THEMENS-RATE-ON-JOBS

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

EUGENE-DELLMAN- Women do the easier work, many jobs are not suited for women. Women progress to the highest womens rate and stay there.

FLORENCE-CICHUCKI - She says women are always on lower paid jobs, she did not know of any one that had a mans rate.

MARGERATE TURDO- She knew of one women running the milling machine, but she does not receive a mans rate.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes ____ No ✓
(2) plant wide ✓ If so, by sex Yes ____ No ✓
(3) occupation ____ If so, by sex Yes ____ No ____
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No ____
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:

Women simply do not promote, they said they do the easy work such as packing assembly drill press, punch press, riveting, and do not upgrade from those jobs.

6. Placement on shifts: Number of shifts plant operates: 1 ✓ 2 ____ 3 ____

a. Check shifts on which women are employed: 1st ✓ 2nd ____ 3rd ____

b. Does placement depend on seniority: Yes ____ No ____
Explain:

DONT APPLY

7. Rest periods:

a. Does plant provide formal rest periods: Men NO Women NO
b. If so, are they paid for: Men ____ Women ____
c. If deducted:
(1) By hourly rate differential: Men ____ Women ____
(2) By deduction for amount of time involved: Men ____ Women ____

8. Lunch periods:

a. Length of lunch period: Men 45 MIN Women 45 MIN

b. Paid for: Men NO Women NO

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence ✓

(1) If yes, what is time limit? NO-SET-TIME & accumilates

(2) Are seniority rights retained? Yes ✓ No _____

(3) With pay? Yes (specify length) _____ No _____

Each case is taken up, no specific time. some quitt and dont return to work.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) _____

b. Piece ALL-PIECE-WORK-WITH A BASE RATE-

2. Are any occupations and rates specifically listed by male and female:
Yes ✓ No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female NONE

b. Lower for female YES

c. Higher for female A BIG- NO

B. Contract: (Productive Workers)
1. General Information:

a. Source of contract information:

(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires MAY-1-1944- AND THERE AFTER- WITH 30 DAYS NOTICE OF ANY-CHANGE.

c. Kind of contract: (Check)
(1) Closed shop or Union Shop ✓ CONTRACT- PAGE-1- ART-II-
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ NO _____ CONTRACT- PAGE 3 - ART-VII
Men _____ Women _____ NO-MENTION-OF-MALE OR FEMALE.

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes ✓ No _____
If policies differ, explain:

ON PAGE 4- PARAGRAPH 11- STATES- MALE-

CONTRACT- PAGE-3- ART VII.
NO MENTION OF MALE- OR FEMALE-

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes ✓ No _____
ON SOME JOBS- SEE ABOVE ON CONTRACT.

d. Does contract openly discriminate against women: Yes _____ No ✓

If so, explain:

Except. It states on Page 4- 11- in Contract male polishers, male plater helpers & cleaners. also male polishing. Evidently women are not eligible for those jobs.

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department ✓ if so, by sex Yes ____ No ✓
(2) plant wide ____ if so, by sex Yes ____ No ____
(3) occupation ____ if so, by sex Yes ____ No ____
(4) temporary (duration) and/or regular workers ____ if so, by sex Yes ____ No ____

If by sex, explain: CONTRACT- Page 1- ART-3

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ____ No ✓
(2) lay-off Yes ____ No ✓
(3) rehiring Yes ____ No ✓

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men ____ Women ____
(3) Paid for: Men ____ Women ____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ____ No ✓

(1) Maximum length ____
(2) Length of service necessary to get maximum ____

d. Does contract provide for paid vacations: Yes ✓ No ____
If yes, state provisions.
6 MO. of Employment- 20 hrs vacation CONTRACT- PAGE 2-ART-IV
1 YEAR " " 40 " "

F. War Labor Board Case

1. Title of case — Regional number 6

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) MARCH-44, National Board (date) _____

3. Type of case: Voluntary — Dispute —

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Hourly increase

Equal pay was not involved. Unable to find out what the other issues were if any.

5. W.L.B. Ruling:

A flat 5¢ hour increase.

Retroactive from Nov 1-1943

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____ NOT ORDERED EQUAL PAY-

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

   IN EFFECT.

8. How did women workers benefit from case?

   All received an increase of 5¢ per hour.

JOHN STRASEN:- Stated many of the Milwaukee machine shops, employed women long before the war and will continue to employ them after the war. He felt seniority strictly enforced is the fairest way to deal with any worker. He figured many women are working for the duration only, and others will want to continue. How strict the seniority will prevail was a question, because he said you know, returned service men, "MUST HAVE JOBS". He is for the equal pay policy, but it does not always work out in practice. The employer is not willing to give same rate to women, when they need help in their work and generally speaking, women need a lot more supervision, because of lack of experience, and the employers definitely insist on a lower rate, to allow for that "So Called" extra cost. He stated women are becoming more experienced every day, and eventually that situation may be overcome. Some employers, of course, are not keen about employing women and look upon them as "A Pain in the Neck" because of absenteeism.

CLUM MFG. COMPANY, MILWAUKEE, WIS.
I. A. M. LOCAL 66

EUGENE DELLMAN - He was very co-operative, and gave me names of the four women stewards. They hold plant meetings; have their own officers, and belong to Local 66 of I. A. M. A. F. L. His attitude toward women was pretty good, and said, the union is trying to raise the women's rate. Women have always worked at the plant, because there is a lot of fine, small assembly work that men cannot do. Only one or two doing men's work, but they don't receive the men's rate.

DOROTHY BLEICH - Stated the man do the set up, and the women simply operate the machine. Some of the jobs women learn in half an hour.

FLORENCE CICHUCKI - Stated women begin at 44¢ an hour, after three months 49¢ an hour. She thought that was very low pay. Then there is the premium or incentive, but many times she is on that base rate of 49¢ an hour. She worked at plant four years, and don't like to quit, and become a new employee elsewhere. Many old girls have quit because rate is too low. Many new girls quit because they can do better.

MARGARET TURDO - Said she sets up her machine on riveting, but not the heavy set ups. Stated men help the women and they get along O. K.

(They were all young girls; three of them worked one year or less at the shop).

67.

1. Comments
2. Pamphlets

By-Laws of Local Union B 1169 International Brotherhood of Electrical Workers
Constitution of the International Brotherhood of Electrical Workers
the Controller
Officer's Report of Cohort Negotiations

67

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A'OCONNOR Date 7-1-44
Plant involved SQUARE-D. CO. MILWAUKEE-WIS.

Name, title, address of persons interviewed Contract Attached

JAMES WATSON- PRES- 1526 A. So. 9th ST- MILWAUKEE - WIS
ERVIN- MICHELIS- REC. SEC. 3130 N. BOOTH-ST- " "
MISS - ELIZABETH- SKIVA - STEWARD- 4053 N. 12th ST. " "
MISS CLARICE- CIZEWSKI- STEWARD- 2902 W. CLARK-ST- " "
MRS ALICE- BAESEMANN- STEWARD- 835 N. CASS- AVE- " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union INT. BRO. OF ELECTRICAL WORKERS Affiliation A.F.L.
2. Local No. B-1169 Address
3. How long local organized? 5 YEARS- 1939-
4. Type of worker: (1) productive ✓; (2) clerical ; (3) maintenance ✓
5. How long women members? 5 YEARS- 1939
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
SQUARE-D. CO.	390	300	370-	300

ALL- APRX- FIGURES

8. Union cost to worker:

	Men	Women
a. Initiation fees	$3.00 INCLUDES 1 MO. DUES-	SAME
b. Dues (specify period covered)	1.20 MO.	1.25 MO.
c. Fines (" what for)	50¢ FOR NONATTENDANCE OF TWO MEETINGS IN ONE MONTH.	
d. Other		

9. Women's local union activities:

a. Union committees on which women serve:
RECREATIONAL - 2 WOMEN

b. List other committees:
NONE - COMM. ARE APPOINTED BY - PRESIDENT - WHEN NEEDED.

c. Local union offices held by women:
REC. SEC. (ELECTED JUNE 24-44)
ELECTION - BOARD - 1 WOMEN - 3 MEN

d. Attendance at union meetings:
GOOD. ON ACCOUNT - OF FINE

10. Union program for increasing women's participation in union activities: (Give source of comments.)
ORGANIZED - A - RECREATIONAL - PROGRAM FOR WOMEN
3 YR. AGO. Base ball Team | Soft Ball
Have had Xmas parties for members children Bowling " | Basket "
dances. free refreshments. Outings
Hikes
Golf
Expect to have tennis, and a dancing class in the fall.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:
ERWIN - J. MICHALIS - Stated women have always worked in this plant. and will continue, but not on mens jobs, when the war is over.
JAMES WATSON - Said most of the women are single and they no doubt will continue working after the war. Roughly figuring. he thought about 30% of the women will quit, when war is over. A younger group of women are employed at this plant.

b. Equal pay
ERWIN J. MICHELIS - He thought equal pay would be allright, but he said he could not speak for the EX. BD. who comprise the bargaining, grievance, & Contract Comm
JAMES WATSON — Was for equal pay. but not strong enough to fight for it. when Co. insists on differentials, because women need help in heavy lifting.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant SQUARE-D. CO.
2. Address 4041 N. RICHARDS - MILWAUKEE-WIS.
3. Product ELECTRICAL-CONTROLS-(SWITCHES, STARTERS-ETC)
4. How long since union had contract in this plant: 5 YEARS-1939
5. Payment of dues: Checkoff ____ Steward ____ Other (specify) AT- UNION MEETINGS
6. How long women in this plant members of union: 5 YEARS-1939
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No ____
   No. men 6 No. women 0
   The PRES. SERVES- EX-OFFICIO.
   The Ex. Bd. serves as contract, bargaining, grievance-Comm.
   b. Labor management committees: Yes ✓ No ____
   No. men 14 No. women 3
   all Shop Stewards + all Foreman + Supiremtendent, meet about once a month.
   c. Shop steward: No. men 14 No. women 3
   Same as Contract + Bargaining Comm.
   d. Grievance committees: No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
					PLANT-WIDE	
ASSEMBLY-DEPT-	36	52	1	1	"	"
" ANOTHER SECTION	0	20	0	1		
COIL-DEPT-	3	47	0	1		

e. Other union committees in plant; their functions; and state if women are members:

NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

The women do not have equal pay for equal work. It seems the union is not working along those lines.

b. Training and upgrading opportunities:

Many Women train and upgrade, but do not receive mens rates.

c. Seniority rights:

They have had no layoffs, seniority evidently do not prevail in upgrading.

d. Special activities in regard to community services:

Community Fund
Red Cross Blood Donors
War Bonds
Collect for U.S.O. one day each month

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE 2 - 11 A.

b. Equal pay

SEE PAGE 2 - 11-B.

c. Other

---

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

ALICE BAESEMANN- The union has accomplished a good deal for all of them, but she feels they could do something about equal pay for women.

CLARICE-CIZEWSKI — The union is doing a good job she thought. The recreational program is proving a source of fellowship. But the union should get the women equal pay.

ELIZA BETH-SKIVA — Stated the union has brought about, much, much, better working conditions. Wage rates for women were very low, before unionization. But somehow the union doesn't seem to be able to get The Co. to concede to equal pay for women because of women needing help in heavy lifting.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No _____

b. Men's jobs on which women are employed? Yes ✓ No _____

c. Are inexperienced men and women generally started on same job?
Yes _____ No ✓
In some instances, they do begin on same kind of jobs.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant?
(1) Yes ✓ No _____
(2) For "men's" jobs on which women are employed? Yes — No —
Women work on mens jobs, at womens lower rate.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes _____ No _____ REALLY-DONT-APPLY-WOMEN-WORK ON MENS JOBS, AT-LOWER WOMENS-RATES-

b. By bargaining? Yes _____ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

ALICE BAESEMANN- Women have lower rates all thru the plant, not only longer, but always.

CLARICE CIZEWSKI- Women begin @ 45¢ hr men 60¢ hr, and are lower all thru progression, and forever after.

JAMES-WATSON — Piece work rates are the same for men & women but the women do not receive equal pay.

IRVIN-MICHELIS — no women receive mens rate, women are always paid less.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes_____ No ✓
(2) plant wide ✓ If so, by sex Yes_____ No ✓
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

They promote to mens jobs, but do not promote to mens rates.

ONE-DEPT WORKS-3 SHIFTS.

6. Placement on shifts: Number of shifts plant operates: 1_____ 2 ✓ 3_____

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd_____

b. Does placement depend on seniority: Yes ✓ No_____
Explain:

IN EACH 4 HOUR PERIOD.

7. Rest periods:

a. Does plant provide formal rest periods: Men 5 MIN. Women 5 MIN
b. If so, are they paid for: Men YE Women YES
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN- Women 30 MIN
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason
   Machine Dept. Operates 3 Shifts. they have 15 MIN-LUNICH PERIOD- and Paid for.

9. What is plant practice in regard to pregnancy:
   a. No policy: ✓
   b. Discharge: _____
   c. Leave of absence _____
      (1) If yes, what is time limit? _____
      (2) Are seniority rights retained? Yes _____ No _____
      (3) With pay? Yes (specify length) _____ No _____
   Women Quitt, if they do come back, lose seniority. Very few come back.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) ✓ AND PRODUCTION-BONUS-
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female NONE
   b. Lower for female YES
   c. Higher for female NEVER

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule ✓

b. Date contract expires NOVEMBER-1-1943-AND FROM YEAR TO YEAR-THEREAFTER, WITH A 30 DAY-WRITTEN NOTICE OF CHANGE. CONTRACT-PAGE-23-ART-16-

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other UNION-RECOGNITION--CONTRACT-PAGE 14-ART-1-

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓

(1) If not, rates: Men 60¢ P.H. Women 45¢ P.H. CONTRACT-PAGE 21-
WOMEN-HAVE LOWER RATE ON ALL CLASSIFICATIONS- CONTRACT-PAGE-24-25-26-27-

b. Automatic progression policy: Yes ✓ No _____

(1) If such policy, same for women as for men: Yes ✓ No _____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(3) By rate of job regardless of sex: Yes _____ No _____

d. Does contract openly discriminate against women: Yes ✓ No _____

If so, explain:

By a lower begining rate per hour, and a lower rate in all job classifications.

CONTRACT- PAGE-21

" PAGE-24-25-26-27

e. No mention of women in contract: Yes ✓ No _____ Explain:

TERM-FEMALE-IS used-in reference to Experienced-& inexperienced help

" " CONTRACT-PAGE-21 all job classifications-

" " 24-25-26-27

3. Seniority:

a. Are seniority lists maintained:

(1) by department ✓ If so, by sex Yes_____ No ✓
(2) plant wide ✓ If so, by sex Yes_____ No ✓
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers — If so, by sex Yes_____ No_____

If by sex, explain:

CONTRACT PAGE 16-ART-V.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No ✓ CONTRACT-PAGE 17-3rd PARAGRAPH-
(2) lay-off Yes_____ No ✓ } CONTRACT-PAGE 16-ART-V-(PAGE 18-ART-VI-
(3) rehiring Yes_____ No ✓ }

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No ✓

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes ✓ No_____
If yes, state provisions.

An Employee with 12 Mos. Service, shall receive 1 weeks vacation (5 working days)
Employees having 60 " " or more " " 2 " " (10 " ")

CONTRACT-PAGE 20-ART-IX.

F. War Labor Board Case

1. Title of case N. R. Regional number

2. Status of case:
   a. Pending before: Regional Board NO.R., National Board
   b. Settled by: Regional Board (date) N. R., National Board (date)

3. Type of case: Voluntary NO-R. Dispute

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

A BONUS PLAN- FOR NON PRODOCTIVE WORKERS-

UNABLE-TO-FIND OUT- ANY-OTHER- ISSUES-

EQUAL PAY- WAS NOT- AN-ISSUE-

5. W.L.B. Ruling:

APPROVED A BONUS PLAN FOR NON PRODUCTIVE WORKERS.

6. If equal pay was ordered, when did it become effective: (Check one)

a. On date of expiration of contract_____

b. On date of certification to W.L.B._____

c. On date of W. L. B. decision_____

d. Not yet in effect_____

NOT-INVOLVED

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

IN-EFFECT-

8. How did women workers benefit from case?

NOT-MANY INVOLVED.

TO BE ATTACHED TO- SQUARE-D- COMPANY-
SCHEDULE

JAMES-WATSON- He stated, before the war about 50 women were employed, at present about 300. A different system has been worked out, since so many women have been hired for mens jobs. Now they have certain men, who do nothing but set up machines, ~~+ look after~~ and keep them in running order. The women operate them. men do all the heavy lifting. Production ~~have~~ has speeded up, but the women do not receive the mens rate, in spite of the increased production. He admitted it did not "Make Good Sense". and he did not think the old method of each operator setting up ~~their~~ his own machine, would be inaugurated again after the war.

He said the Co. paid very low wages prior to the uninigation of the workers. In 1935 a Federal Labor Union was organized, and in 1939 they transfered into INT. BRO. OF ELECTRICAL-WORKERS. The union and Co. worked out a job classification in 1942 ~~and~~ (approved by W.L.B.) which resulted in wage raises ranging from 1¢ to 23¢ per hour, with an overall average of 12¢ per hr. (See contract page 13). He said union ~~have~~ has made big progress; they had a 2% production bonus less than one year ago, now it is 10 to 15%. He stated the next step would be to raise rates for the women who perform mens jobs. He was very co-operative and interested in the bulletins on Equal pay, & Contract provisions, ~~Maternity leave~~, I gave him extra copies for the EX. BD. (who comprise the Shop committee). Maternity leave.

was a problem, that must be met intelligently, and he felt that in the next contract that question would be taken up.

IRVIN-J. ~~MICHELIS~~ MICHELIS- He was co-operative in giving data for the schedule, and names and ade. 3 people to see, but felt very uneasy and uncomfortable about equal pay for the women, because they dont have equal pay in this plant. Ch, it was allright with him, but he didnt think the EX. BD. would be for it, because women must have help in heavy lifting. He was not particularily responsive. He was recording secretary, a women was elected in his place on June 24-44-

ELIZIBETH-SKIVA- She worked at plant 4 years, stated a women was on EX. BD. for two years-(election every 2 yrs) When they first organized, very little was done for the women. Men would receive 5-6¢ hr increase, whereas the women would get 1¢ hr increase. She is steward of the Coil Dept. a distinctly womens job. In her dept, women progress to the highest rate and stay there. In the last few years, the union had done a lot for both men and women. The men help the women in heavy lifting, and co-operate with them in every way. She spoke of a lady friend in another plant, who has equal pay, and the men refuse to help them, saying, "Well you got equal pay do your own lifting". She felt women cannot do their own heavy lifting. Equal pay, or no Equal pay.

ALICE BAESEMANN:- She worked at the plant four years and stated, many are on men's jobs, but receive women's rates. Women are in machine shop, paint shop, shipping room, stock chasers, etc. and none of them receive men's rates. All assembly work was formerly done by men, now all women, with a lower rate. Women on spot welding at 70¢ an hour, men receive 90¢ an hour and it just don't set well with the women. There is not that much difference on all jobs, but it runs 10,15,20¢ an hour lower for women on same jobs. She said each worker was graded in the office, in reference to accuracy, spoilage, dependability, absenteeism, tardiness etc. No mental or educational test upon employment. They work on a base rate with a bonus for production and have time studies on jobs.

The local had one woman on Executive Board last year. She stated the men don't want any women on Executive Board. Men say they just don't "Fit In" and that more business is done "Over A Glass of Beer", than in meetings and if Executive Board have to go to W. L. B. hearings, or go to conventions etc, well, women are simply in the way. She tried hard to get some women to run for the Executive Board. (election next week). A former teacher accepted Recording Secretary office, with no opposition, which means election. She had her in mind for the Executive Board but she would rather serve as Recording Secretary and that maybe The Stepping Stone to the Executive Board. The Executive Board is very important in this local, because they serve on the Contract and Bargaining and Grievance Committee in the plant. Any committee work in the local is taken care of by the Executive Board, in fact the Executive Board is "The Main Works". The Executive Board have leadership in the plant and you simply cannot Buck Them.

Her husband was a returned service man, with oversea duty. Had a medical discharge (his back bothers him). He stated he was a mechanic, but could not get a job at his trade, but is working as a Bus driver. (Of course I could not go into detail of his problem), but he was somewhat bitter, and said the soldiers will face the same situation as in the last war. "After we go and fight for our country, upon our return we get "Kicked Around."

CLARICE CIZEWSKI:- Worked at plant two years. Stated she did not know about seniority in lay-offs, but it does not apply in upgrading. There was an opening in her department for leaderman, they call him Bench Boss. A man got it who had worked there only one year, and she had to teach him a few things he didn't know. She began at 40¢ an hour two years ago, now receives 65¢ an hour plus group bonys on production. If they don't have material, or anything goes wrong, why you simply don't receive bonus but work for the base rate; bonus amounts to about 10-15% of base rate. No women receive equal pay on men's jobs, she feels she turns out as much work as the men do on assemblying.

The union organized a recreational program three months ago. (Men have always had it) two women are on the Committee. They have outings, hikes, golf, baseball, team, bowling team - expect to take up tennis, and dancing lessons. She was very interested in that activity and said it created interest in the union. Also interested in the equal pay bulletins and ordered extra copies for her department. (Hope they will do some good).

EXECUTIVE OFFICERS.

International President.....ED J. BROWN
1200 15th St. N. W., Washington, D. C.
International Secretary.....G. M. BUGNIAZET
1200 15th St. N. W., Washington, D. C.
International Treasurer.....W. A. HOGAN
647 S. 6th Ave., Mt. Vernon, N. Y.

VICE-PRESIDENTS.

First District.....E. Ingles
R. R. 3, London, Ont., Can.
Second District.....John J. Regan
Rm. 424, Park Sq. Bldg., Boston, Mass.
Third District.....Wm. D. Walker
2225 Rhawn St., Philadelphia, Pa.
Fourth District.....Arthur Bennett
N. B. C. Bldg., Cleveland, Ohio
Fifth District.....G. X. Barker
301 Woodward Bldg., Birmingham, Ala.
Sixth District.....M. J. Boyle
4300 Lake Shore Drive, Chicago, Ill.
Seventh District.....W. L. Ingram
3641 Laughton St., Ft. Worth, Tex.
Eighth District.....H. W. Bell
504 Denver Theatre Bldg., Denver, Colo.
Ninth District.....J. S. Milne
703 Market St., 910 Central Tower,
San Francisco, Calif.
Railroads.....J. J. DUFFY
330 S. Wells St., Rm. 600, Chicago, Ill.

INTERNATIONAL EXECUTIVE COUNCIL.

Chairman, CHAS. M. PAULSEN
4937 W. Cuyler Ave., Chicago, Ill.
First District.....HARRY VAN ARSDALE, Jr.
130 E. 25th St., New York City
Second District.....F. L. KELLEY
95 Beacon St., Hyde Park, Mass.
Third District.....Wm. D. SHORD
2104-5 Law & Finance Bldg., Pittsburgh, Pa.
Fourth District.....C. F. PRELLER
2025 - 2d St. N. E., Washington, D. C.
Fifth District.....DAN MANNING
130 N. Wells St., Chicago, Ill.
Sixth District.....D. W. TRACY
Eddystone Apts., Washington, D. C.
Seventh District.....CHARLES J. FOEHN
200 Guerrero St., San Francisco, Calif.
Eighth District.....J. L. McBRIDE
165 James St., Labor Temple,
Winnipeg, Man., Can.

Objects.

The objects of the International Brotherhood of Electrical Workers are, namely: To organize all electrical workers into local unions, to develop and to maintain a higher standard of skill to encourage the formation of schools of instruction for teaching the practical application of electricity and for trade education generally, to promote reasonable methods of work, to cultivate feelings of friendship among those of our craft, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

ARTICLE I.

Name and Constitution.

Section 1. This organization shall be known as the International Brotherhood of Electrical Workers, with jurisdiction over all electrical wage workers, and shall consist of an unlimited number of Local Unions acknowledging its jurisdiction and subject to its laws and usages—and it shall not be dissolved while there are 5 dissenting Local Unions.

Sec. 2. This Constitution, and all acts and proceedings, which in the future and in due course may be enacted, shall be absolutely binding on all the officers and members.

Sec. 3. The following abbreviations, when used herein, and in reports and other documents, shall signify, viz:

I. B. E. W.—International Brotherhood of Electrical Workers.
I. E. C.—International Executive Council.
I. P.—International President.
I. V. P.—International Vice-President.
I. S.—International Secretary.
I. T.—International Treasurer.
I. C.—International Convention.
I. O.—International Office.
E. W. B. A.—Electrical Workers Benefit Association.
L. U.—Local Union.
R. S.—Recording Secretary.
F. S.—Financial Secretary.

ARTICLE II.

International Convention.

Sec. 1. The I. B. E. W. shall meet in regular Convention on the third Monday in September, every 2 years, at such place as shall be decided upon by Convention action.

Sec. 2. Upon opening of the Convention the I. E. C. shall report on credentials and rules, and the I. P. shall appoint the following committees:

1. I. P.'s Report.
2. I. S.'s Report.
3. I. T.'s Report.
4. I. E. C.'s Report.
5. Ways and Means.
6. Finance.
7. Grievances and Appeals.
8. Resolutions.
9. Any Special Committee deemed necessary.

These committees shall each consist of 11 members, at least one from each I. V. P. district.

Sec. 3. Upon petition filed with the I. S. by

any 14 L. U.'s in good standing—not more than 2 L. U.'s from any one I. E. C. district—the question of holding a special I. C. shall be submitted to a referendum; but petitions for a vote must specify the place, time and date such as is proposed to be held, and the questions such as are proposed to be considered as such I. C. The same questions must be specified by each of the 14 L. U.'s in good standing before any referendum shall be taken. No special I. C. can be called except in this manner.

If a majority shall vote in favor of a special I. C., the I. S. shall issue the call. The result shall be published in full in the official Journal.

Sec. 4. Should any condition arise that would prevent a Convention being held in the city decided on by referendum—or by Convention action—the place for holding it can be changed by the I. E. C.

Sec. 5. The I. E. C. has power to change the date on which an I. C. is to convene—but any change made shall not be for more than 90 days before or after the original date fixed.

Sec. 6. The I. S., prior to the I. C., shall deposit sufficient funds in the convention city to be used to defray expenses of the I. C.

Sec. 7. A quorum for the transaction of business shall consist of one-third of the delegates seated. The business of the I. C. shall proceed in the following order:

1. Call to Order.
2. Presenting Credentials.
3. Report on Credentials and Rules.
4. Appointing Committees.
5. Communications and Bills.
6. Resolutions, etc.
7. Reports of Committees.
8. Unfinished Business.
9. Nomination and Election of Officers.
10. New Business.
11. Adjournment.

Sec. 8. No L. U. shall be entitled to representation at an I. C. unless it has been in continuous good standing 6 months prior to the I. C.

Sec. 9. The basis of representation at the I. C. shall be as follows:

Each L. U. shall be entitled to a per capita tax vote: that is, one vote for each member in good standing on the first of the month in which the I. C. is held—but each L. U. shall be entitled to only one delegate for its first 100 members or less and one delegate for each additional 100 members or majority fraction thereof, except as provided for Class "B" members elsewhere in this Constitution.

Sec. 10. For transportation, sleeper and living expenses enroute to the I. C., the I. T. will, from the Convention Fund, pay each delegate a sum equal to 10¢ a mile, one way, by the shortest practical route. Each delegate remaining until close of convention shall be paid an additional $40. L. U.'s may pay their delegates additional sums.

The distribution of the transportation allotments shall be made at the earliest date possible —but a delegate seated with voice and no vote shall not receive any compensation out of any fund of the I. B. E. W.

After the payment of expenses against the Convention Fund, the remainder, if any, shall stay in the Convention Fund.

Sec. 11. No member shall be elected as a delegate or alternate unless a journeyman in continuous good standing in his L. U. at least 24 months immediately prior to the I. C., providing his L. U. has been in existence that long.

Sec. 12. The R. S. of each L. U. shall notify the I. S., giving the name or names of delegates and alternates, 60 days prior to the I. C.

Sec. 13. The I. C. shall elect two delegates to conventions of the American Federation of Labor; two delegates to the Building and Construction Trades Dept.; two to the Metal Trades Dept.; one to the Union Label Trades Dept.; one to the Railway Employees' Dept.; and one to the Trades and Labor Congress of Canada.

The I. P. shall appoint such other delegates to such conventions as the I. B. E. W. is entitled to. He may appoint a substitute for any delegate who does not desire or is unable to attend any convention to which he is elected. All such delegates shall serve a term of 4 years and be compensated at $25 a day, and be reimbursed for actual expenses.

ARTICLE III.

International Officers.

Sec. 1. The officers of the I. B. E. W. shall be International President, Secretary, Treasurer, 10 Vice-Presidents, and 9 Executive Council members. They shall be elected from the Convention floor. They shall assume office on January 1st following their election, and shall serve for 4 years, or until their successors are elected and qualified.

An I. V. P. shall come from each of the following Districts:

First—Dominion of Canada, Newfoundland, Alaska.

Second—Maine, New Hampshire, Vermont, Connecticut, Massachusetts, Rhode Island.

Third—New York, New Jersey, Pennsylvania, Delaware, Maryland, District of Columbia, Panama, Cuba, Porto Rico.

Fourth—Ohio, West Virginia, Virginia, North Carolina, Tennessee, Kentucky.

Fifth—South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana.

Sixth—Illinois, Indiana, Wisconsin, Minnesota, Iowa, Michigan, Missouri, Nebraska, North Dakota, South Dakota.

Seventh—Texas, Oklahoma, Kansas, New Mexico, Arkansas.

Eighth—Montana, Idaho, Wyoming, Utah, Colorado.

Ninth—Arizona, Nevada, California, Oregon, Washington, Philippine and Hawaiian Islands.

Tenth—An I. V. P. shall be elected at large to be assigned to railroad matters.

(See Article IX for Districts of I. E. C. members.)

Sec. 2. No one shall be eligible as an officer unless he is a journeyman member and has 5 years continuous good standing immediately prior to election.

Sec. 3. The election of all officers—also delegates to other Conventions—shall be by roll call, when there is more than one candidate, and shall require a majority of all votes cast to constitute an election. When there are more than 2 candidates for the same office, at every unsuccessful balloting the one receiving the lowest number of votes shall be dropped, the voting then to continue until one has received a majority over all.

Sec. 4. At all elections the presiding officer shall appoint 2 tellers and a judge, when it becomes necessary to have a roll call. He shall announce the names of the candidates in rotation. Each candidate may be present or be represented at the count.

Sec. 5. The officers shall attend the I. C. and all their expenses shall be paid out of the General fund. They shall have voice but no vote, and no officer shall be eligible to represent his L. U. as a delegate. The officers—except I. V. P.'s—shall have their reports printed and ready for distribution to the delegates when the Convention is organized.

Sec. 6. Each officer elected shall sign and file in the I. O. the following pledge and oath of office:

"I, ..., do hereby solemnly pledge
(Give name)

my honor as a man that I will faithfully discharge my duties as an officer of the International Brotherhood of Electrical Workers. I will support by every means within my power its

Constitution, and I will enforce it to the best of my ability."

(Signed) .....

(Witness) .....

Sec. 7. All officers at the expiration of their term, shall deliver to their successors, all books, papers, money and other property in their possession belonging to the I. B. E. W. or its L. U.'s, and shall not be relieved from their bonds or obligation until this law is complied with.

Compensation and Benefits.

Sec. 8. The compensation of officers shall be:

I. P.	$12,000	annually
I. S.	11,000	"
I. T.	3,000	"
I. V. P.	6,500	"
Representatives	5,900	"

All such officers and representatives shall be reimbursed for actual expenses when away from home.

Sec. 9. Each member of the I. E. C. except the Chairman thereof, when attending meetings of the I. E. C., shall receive $25 a day and be reimbursed for actual expenses. The services of the Chairman shall be available to the I. B. E. W. in an advisory capacity and he shall be paid at the rate of $3,500 annually and be reimbursed for actual expenses while attending sessions of the I. E. C. or fulfilling other assignments in the interest of the I. B. E. W.

Sec. 10. Members employed by the I. B. E. W. as officers, or in any other capacity, who become permanently disabled while so engaged, shall receive $200 a month while incapacitated. Period of incapacitation shall not be deducted from service record.

Sec. 11. Members in the I. B. E. W. service, or employed by it as officers, including service as I. P. and I. S., who have been so employed for 15 years or more, may be retired by the I. E. C. on recommendation of their superior or employing officer, or by personal application to the I. E. C., with retirement compensation equal to one-half the salary at time of retirement —but in no case shall this exceed $200 a month. This shall be drawn from the General Fund.

Any employee, not a member of the I. B. E. W., who has been 20 years or more in its employ, may, for reasons of age or disability, be retired by the I. E. C. on recommendation of the employing officer or by personal application to the I. E. C. Retirement compensation shall be equal to one-half the individual's salary at time of retirement—but in no case shall this exceed

$200 a month. This shall also be drawn from the General Fund and charged to office expense.

Any one receiving such compensation must observe this Constitution and the principles it sets forth and shall do nothing directly or indirectly to injure the I. B. E. W. or its members. Should the I. E. C. find any such person guilty of violating this provision, it has the power to terminate retirement compensation, and assess, suspend or expel such person.

ARTICLE IV.

International President.

Sec. 1. The I. P. shall give a bond of $5,000 to the I. E. C. for the faithful performance of his duties. He shall preside at all sessions of the I. C. When unable so to preside he shall select someone else to do so. He shall perform such other duties as are outlined in this Constitution and as are necessary to protect and advance the I. B. E. W.

Sec. 2. The I. P. shall see that all other officers perform their duties. In case of non-performance of duties or disability or incompetency of any I. V. P.,—or the I. S. or I. T.,—the I. P. has power to remove any such officer, with such removed officer having right of appeal to I. E. C.

He shall fill all vacancies, including those on the I. E. C., by appointment. Such appointments must be approved by the I. E. C.

Sec. 3. The I. P. is empowered as follows:

(1.) To call a meeting of the I. E. C. whenever in his judgment such is necessary.

(2.) To decide all questions of law, disputes or questions in controversy however arising—all his decisions being subject to appeal, first to the I. E. C. and then the I. C. (Notice in writing of appeal from any decision of the I. P. must be filed with the I. S. and I. P. within 30 days from date of such decision.)

(3.) To establish such Departments in the organization, or in the I. O., as in his judgment are necessary to protect or advance the interests or to meet the needs of the I. B. E. W.

(4.) To employ International Organizers, who shall be reimbursed for actual expenses while away from home, and Representatives—and to employ such Assistants as in his judgment are necessary to carry on the work of the organization—and to decide the compensation to be paid, except as provided elsewhere herein. (Such Organizers, Representatives or Assistants shall work under direction of the I. P. and he has power to discharge them.)

(5.) To employ an attorney, or attorneys, to

act as counsel and give other legal assistance, as he deems necessary.

(6.) To authorize any I. V. P.—or Representative—to audit the books and records of any L. U., or to engage an accountant for such purpose, whenever he deems such necessary for the protection of the L. U. and its members.

(7.) To suspend the cards and membership of any member who, in his judgment, is working against the welfare of the I. B. E. W. in the interests of any group or organization detrimental to the I. B. E. W.—or for creating dissension among members or among L. U.'s—or who interferes with or tries to prevent the carrying out of decisions rendered by proper International authority.

(8.) To either suspend or revoke the charter of any L. U.—or have the I. S. reject the per capita tax from any L. U.—that fails or refuses to observe the laws and rules of the I. B. E. W., or decisions rendered by proper International authority.

(9.) To take charge of the affairs of any L. U. when in his judgment such is necessary to protect or advance the interests of its members and the I. B. E. W.—and to suspend any local officer or member who offers interference in such cases.

(10.) To remove or suspend any L. U. officer, representative, appointee or agent—or any officer, General Chairman or representative of Railroad System or Regional Councils—for incompetency, or for non-performance of duties—or for failure to carry out the provisions of this Constitution and the rules herein, and the By-Laws and agreements of the L. U., or Railroad Council—or for putting into effect or allowing to be put into effect, and practice, rule, agreement, By-Law or policy not having approval of the I. P. —or for failure to observe or carry out instructions or decisions of the I. P. (When the I. P. suspends or removes any officer, representative, appointee, agent or railroad General Chairman, then he can fill any such office or position by appointment of others.)

(11.) To appoint, if he so decides, a referee who may or may not be a member, to take testimony and report to him.

(12.) To enter into—or authorize an I. V. P. Representative, or Assistant to enter into agreements with any National or International labor organization or association of employers, or with any company, corporation or firm doing an Interstate business in electrical work, to cover the entire jurisdiction of the I. B. E. W.

Sec. 4. The I. P. can—in any situation—delegate the powers of his office to an International Representative, Vice-President or Assistant.

Sec. 5. The I. P. may at any time levy an assessment on the membership for the employment of organizers or representatives to organize and protect the jurisdiction of the I. B. E. W.—and to protect or advance its interests—and to carry out educational plans—or for legal controversies. The L. U.'s shall be notified of the amount of any such assessment by the I. S.—and any member failing to pay the same within 90 days from issuance of notice by the I. S. shall stand suspended and without rights of any kind and his per capita tax shall be rejected by the I. S. until the assessment has been paid.

Sec. 6. The I. P. shall have full supervision over the policy of the official Journal.

Sec. 7. Nothing in this Constitution shall be construed to conflict with any of the provisions of this Article.

ARTICLE V.

Imperative Mandate.

Sec. 1. If at any time charges are filed against the I. P. and such are forwarded to the I. S. with the Signature of the L. U. President and Secretary, and under the seal of five per cent of the L. U.'s comprising the I. B. E. W., the I. S. shall immediately furnish a copy of such charges to the I. P. He shall answer them within 10 days. The I. S. on receiving the answer of the I. P., shall mail a copy of the charges together with the answer of the I. P., to every L. U., and shall enclose a blank ballot, calling for a referendum vote on the question: "Shall the I. P. be upheld?"

The R. S. of each L. U. shall forward the result to the I. S. within 60 days from date ballots are mailed. The votes shall be published in full in the official Journal. The ballots shall be enclosed in a sealed package, and entrusted to the I. S. to be delivered to the next I. C. If a majority vote not to uphold the I. P. the charges are thereby concurred in. The I. E. C. shall then declare the office vacant and elect his successor.

ARTICLE VI.

International Secretary.

Sec. 1. The duties of the I. S. shall be:

To keep correct records of the proceedings of the I. C. and preserve all important papers of I. B. E. W. business; to deposit all funds in bank or banks in name of the I. B. E. W., approved by

the I. E. C., subject to joint signatures of the I. S. and I. T.

To pay all bills and claims legally due—and he shall pay any disputed item when directed by the I. P., and pay no item when directed not to do so.

To keep a general roll of all members with the name, age, number of card and date of admission, together with those suspended, expelled, transferred, etc.,—also to keep a correct financial account between each L. U. and the I. B. E. W.

To receive all applications for charters, sign and grant them when authorized by the I. P.—and retain charge of the seal of the I. B. E. W. and affix same to all official documents.

To edit and publish the official Journal under the supervision of the I. P.—and to conduct it as a technical, economic and trade union publication; to use its obituary section for members only—and at his discretion to publish communications in accordance with policy as defined.

To receive all petitions for referendums or other votes, and to mail out the same with ballots when approved by the I. E. C.—and to publish in the official Journal the results of all votes and all questions submitted to the I. E. C.

To publish quarterly a correct directory in pamphlet form of all L. U.'s with names and addresses of the R. S., F. S., and Business Manager or Representative.

Sec. 2. The I. S. shall perform such other duties as are prescribed by this Constitution—and he shall give a bond of $10,000 to the I. E. C. Should the amount in the hands of the I. S. at any time exceed the amount of his bond, he and the I. E. C. shall have the bond increased accordingly.

ARTICLE VII.

International Treasurer.

Sec. 1. The I. T. shall give a bond to the I. E. C. for $25,000. Should the amount in his hands at any time exceed the bond, he and the I. E. C. shall have the bond increased accordingly. All deposits shall be subject to the joint signatures of the I. S. and I. T.

ARTICLE VIII.

International Vice-Presidents.

Sec. 1. The I. V. P.'s shall work under instructions of the I. P.—and shall perform such other duties as are stated in this Constitution.

ARTICLE IX.

International Executive Council.

Sec. 1. The duties of the I. E. C. shall be:
To meet quarterly; to employ a certified public accountant who shall audit all the books and accounts of the International Officers; to act on all applications for Pension, Disability, or Retirement Benefits; to determine all proposed Constitutional amendments submitted for referendum vote, and to attend to all business properly brought before it.

Sec. 2. The I. E. C. may vote and transact business by correspondence with the I. S., and each other, but 5 members must concur to make such action valid.

Sec. 3. The I. E. C. shall be the committee on rules and credentials at all regular or special Conventions, and shall submit its report as such immediately after the Convention opens.

Sec. 4. The I. E. C. shall have the power to try any Local Union or member charged with injuring the interests of the I. B. E. W. by actions in violation of I. B. E. W. laws or the obligation of the member, and may revoke or suspend charter or membership. (Nothing in this Constitution shall be construed to conflict with this power of the I. E. C.)

Sec. 5. When an appeal is taken to the I. E. C. from any decision of the I. P., then the I. E. C. shall render a decision at its next regular meeting. However, the I. E. C. may, when it feels such is practical, act on an appeal by correspondence.

Sec. 6. If at any time, the I. E. C. deems a new law necessary, it shall recommend a clause, or clauses, for the L. U.'s to vote upon, and should a majority vote support the recommendation, such shall become a law.

Sec. 7. In case of a vacancy in the office of the I. P., the I. E. C. shall immediately convene and elect a successor to fill the office for the unexpired term.

Sec. 8. A member of the I. E. C. shall come from each of the following Districts, except the Chairman who shall be elected at large:

First—New York, New Jersey, Cuba, Porto Rico, Panama.

Second—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.

Third—Pennsylvania, Delaware, Ohio, Indiana, Michigan.

Fourth—Maryland, District of Columbia, West Virginia, Virginia, Kentucky, Tennessee, North Carolina, South Carolina, Florida, Georgia, Alabama, Mississippi.

Fifth—Illinois, Wisconsin, Minnesota, Iowa, Missouri, Kansas, Nebraska, North Dakota, South Dakota.
Sixth—Texas, Louisiana, Oklahoma, Arkansas.
Seventh—California, Washington, Oregon, Idaho, Wyoming, Utah, Colorado, Nevada, Arizona, New Mexico, Montana, Philippine, Hawaiian and adjacent Islands.
Eighth—Dominion of Canada, Newfoundland, Alaska.

ARTICLE X.

Division of Funds.

Sec. 1. The receipts of the I. B. E. W. shall be divided into 4 funds: General Fund, Defense Fund, Convention Fund and Pension Benefit Fund.
The monthly per capita tax for each male member, except Class "B" members, shall be apportioned as follows:

53¢ all admission fees, and all other receipts, shall go into the General Fund.
10¢ to Journal subscription, placed in General Fund.
3¢ to the Defense Fund.
37¢ to the Pension Benefit Fund.
7¢ to the Convention Fund.

$1.10
The I. S. shall pay to the Electrical Workers Benefit Association 90¢ in addition to the $2 fee to be paid by L. U.'s as admission fees of members to the E. W. B. A.—except when this 90¢ and $2 fee shall be payable into the General Fund as elsewhere provided in this Constitution, or except in cases involving Class "B" membership.
Fees received by the I. S. as admission to the E. W. B. A., shall be placed in the General Fund and promptly paid to the E. W. B. A., as the case may be, as provided elsewhere in this Constitution.
Sec. 2. All money going into the General Fund shall be used for the management of the I. B. E. W., and the payment of all benefits under this Constitution not otherwise provided for.
Sec. 3. If at any time the General Fund falls below $20,000, the I. P. shall levy an assessment of $1 on each male and 50¢ on each female member of the I. B. E. W.
Sec. 4. If at any time the Defense Fund falls below $20,000, the I. P. shall levy an assessment of 50¢ on each male and 25¢ on each female member of the I. B. E. W.
Sec. 5. If at any time the Pension Benefit Fund falls below $250,000, the I. P. shall levy

an assessment of $1 on each male member of the I. B. E. W.—except members on pensions and except Class "B" members.

Sec. 6. All assessments levied shall be paid within 90 days of the issuance of notice by the I. S.—and the I. S. shall reject the per capita tax of any member failing to pay any assessment within this time, and such member shall stand suspended and without rights of any kind until the assessment is paid.

ARTICLE XI.

Defense Fund.

Sec. 1. The Defense Fund shall be for the sole purpose of providing legal defense. No disbursements shall be made from this Fund except for legal defense of L. U.'s and their members or an International Officer or Representative or Organizer involved through their activity in the interests of the I. B. E. W. in conformity with its laws.

Sec. 2. All appeals for legal assistance shall be investigated by the I. P. or I. S., who shall make recommendations to the I. E. C. for action. The I. E. C.'s decision shall be final.

ARTICLE XII.

Pension Benefit Fund.

Sec. 1. This Fund shall be maintained solely for Pension Benefits for members, except Class "B" members,—and the I. S. shall administer this Fund in a manner that will, so far as possible, protect it from legal involvements and litigations.

Sec. 2. Any male member, except Class "B" members, attaining the age of 65 years, and who has been a member of the I. B. E. W. in continuous good standing for 20 years immediately preceding his application, shall be eligible for Pension Benefits:

First—Application must be made to the L. U. on blank furnished by the I. S. Applicant must answer all questions.

Second—The F. S., on receipt of application properly filled out from the member, shall place it before the L. U. for action and if the action is favorable, its officers shall answer all questions required and forward the application to the I. S. properly signed and sealed.

Third—The I. S. shall file all applications with the I. E. C. for action. He shall furnish the I. E. C. with the standing of each applicant according to the records of the I. O. and all other information in his possession in regard to each one.

Fourth—The I. S. shall publish in the issue of the official Journal following the regular I. E. C. meeting, the names of those whose applications for Pension Benefits were acted on.

Fifth—All members on being notified they are entitled to such Benefits shall pay up for the current month in their L. U.'s and be issued a Pension Withdrawal Card which shall be signed by the member before a witness and forwarded the I. O. These members will be placed on the Pension Roll the first of the month following action of the I. E. C. and their paying up in full in their L. U.'s, and sending to the I. S. their Pension Withdrawal Cards.

Sixth—The I. S. shall, for each member admitted to Pension Benefits, authorize disbursement of $42 a month, $2 of which shall be paid to the I. S. for the member's per capita, and the balance of $40 to the member.

Sec. 3. Any member admitted to pension Benefits shall not be permitted to perform any electrical work of any kind either for compensation or gratis for anyone. He shall be permitted to attend Local Union meetings without voice or vote. He shall observe his obligation of membership and show due obedience to I. B. E. W. laws, and the By-Laws of its L. U.'s.

Sec. 4. Members on Withdrawal Cards who have maintained their continuous good standing in the I. B. E. W. and who make application for Pension Benefits, shall be governed and their applications handled in the same manner as active members of L. U.'s—except that notice of application shall be given to the L. U. in the jurisdiction where the applicant resides, and also to the L. U. that issued Withdrawal Card to the member to fill out blanks on the application.

Sec. 5. Any member violating any of the provisions of this Article or any member aiding or abetting a member to violate the same, after investigation by the I. E. C. and being found guilty, shall be permanently barred from ever participating in these Benefits, and may be suspended, expelled, or assessed as the I. E. C. may decide.

ARTICLE XIII.

Funeral Benefits.

Sec. 1. Pending and until the operation of the Electrical Workers Benefit Association in each state, territory or province of the United States, Canada or Newfoundland, every member of the I. B. E. W., and of its L. U.'s, except Class "B" members, in such state, territory or province, and qualified in accordance with Article XXII

and in continuous good standing for one year or more—but less than 2 years preceding his death —shall in case of death, except as provided in Article XXII, be entitled to a funeral benefit of $300.

If the deceased has been in continuous good standing for 2 years or longer immediately preceding his death, benefits shall be allowed as follows:

2 years or more but less than 3 years....	$ 475
3 years or more but less than 4 years....	650
4 years or more but less than 5 years....	825
5 years or more.....	1,000

These benefits shall be paid from the General Fund; and the $2 admission fee and 90¢ of the monthly per capita paid by members entitled to these benefits, shall be placed in the General Fund.

These benefits shall not be available to members of the I. B. E. W. belonging to L. U.'s in states, territories or provinces where the E. W. B. A. is in operation.

Sec. 2. Every member of the Brotherhood shall have the right to name the person or persons, including his estate, who are to be his beneficiary or beneficiaries under the death benefit system of the Brotherhood, provided, that said beneficiaries shall be confined to the families, heirs, blood relatives, affianced husband, affianced wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepchildren, stepbrothers, stepsisters, children or parents by legal adoption, the member's estate, a charitable, benevolent, educational or eleemosynary institution, or to persons dependent upon the member or upon whom the member is dependent. Every member shall have the privilege of changing his beneficiary within the limitations expressed in Article XIII, Section 2. Upon the failure of any member to name an original beneficiary or to name a new beneficiary after the death or inability to take of one previously named, the said death benefit shall be payable to the next of kin who are entitled to take the personal property of the deceased member in accordance with the laws of the domicile of such deceased member governing the distribution of personal property in case of intestacy. The relationship to the member of the beneficiary named by him shall be stated by him. If any member shall name a beneficiary who does not bear to him the true relationship stated by him, and who does not fall within the classes of persons permitted by Article XIII, Section 2, to be named as beneficiary, the I. B. E. W., upon discovery

and actual communication to the I. B. E. W. of the falsity of said statement of relationship before it has paid said benefit, shall pay the benefit to the next of kin who are entitled to take the personal property of the deceased member in accordance with the laws of the domicile of such member governing the distribution of personal property in case of intestacy; and if said falsity of statement of relationship is not discovered and actually communicated to and received by the I. B. E. W. until after the payment by the I. B. E. W. to the beneficiary so named, the I. B. E. W. shall not be under any obligation again to pay said benefit to any other person.

The amount of funeral benefit to which a deceased member is entitled shall be paid as provided above, except that when beneficiary cannot be located the I. S. may apply this benefit, or part of it, towards the decent burial of the deceased member, not to exceed Three Hundred ($300) Dollars.

Presentation and Payment of Claims.

Sec. 3. When a member in benefit dies those claiming funeral benefits shall within 30 days after the death, present to the L. U. of which he was a member, a certificate of facts concerning the death from a reputable physician located in the city or town where such death occurred or nearest to it, which shall be forwarded by the F. S. to the I. S. with all papers required.

Sec. 4. Any claim of which the proof has not been received by the I. S. within 90 days after death, shall be declared invalid, except in cases where it is impossible to communicate within the specified time.

Sec. 5. Upon proof of claim, the I. S., if satisfied the claim is legal, shall immediately pay it. If the I. S. doubts the legality of the claim, he shall submit the same to the I. E. C. whose decision shall be final.

Sec. 6. Any member in arrears for dues shall not be entitled to funeral benefit, nor shall he again become in benefit until he is 12 months in continuous good standing, when he shall be entitled to the minimum amount, which shall increase from year to year as provided.

Sec. 7. Any member, or officer, using improper means to obtain a death claim, or who makes false statements as to age, or who knowingly presents or signs any claim of a fraudulent character, shall, upon conviction be suspended or expelled.

Sec. 8. If a L. U. advances or lends money on any claim, it shall do so at its own risk.

ARTICLE XIV.

Payments to International Secretary.

Sec. 1. Any L. U. hereinafter organized except Class "B" L. U.'s, shall pay to the I. S. $5 for each male member admitted as a charter member—except on those who have attained the age of 55 years, on whom the fee shall be $3. Each such L. U. shall receive free of cost the necessary supplies.

The charter of new L. U.'s may be kept open for the reception of additional charter members for 60 days after permanent organization, but the charter shall not again be opened except by consent of the I. P. The admission fee during the time charter is open shall not be less than $10 for male members.

Sec. 2. L. U.'s already organized except Class "B" L. U.'s, shall pay to the I. S. 50% of the admission or initiation fees collected from all new members—but the maximum fee to the I. S. shall not be more than $60.

Sec. 3. Money collected by L. U.'s from members of the I. B. E. W. as differences in admission or initiation fees—shall be considered as such fees, and 50% shall be sent to the I. S.—but the maximum fee to the I. S. shall not be more than $60.

Sec. 4. L. U.'s shall pay the I. S. one-half of the $3 reinstatement fee collected from members going in arrears.

Sec. 5. In addition to the portion of the admission fee to be paid by L. U.'s to the I. S., each shall pay $2 on each male member, except Class "B" members, as admission fee to the benefit features of the I. B. E. W., to be used as an admission fee to the Electrical Workers Benefit Association—except that L. U.'s shall not be required to pay this $2 out of the admission fee of any new member who is over 55 years of age. New male members who are over 55 years of age, except Class "B" members, are entitled to funeral benefits as elsewhere provided in this Constitution.

Sec. 6. Each L. U. shall pay to the I. S., as per capita tax, $2 of the monthly dues collected by the L. U. from each male member, except Class "B" members, and except that on members admitted after attaining the age of 55 years the per capita tax shall be $1.10 a month.

Any member in arrears for dues to the L. U., who later pays such dues, the per capita tax for each month shall be paid to the I. S.

Should a member take out a Traveling Card, his per capita tax must be paid for the full life of the card at the time it is taken out—and this

must be sent to the I. S. with the next per capita payments sent after the card has been issued.

Sec. 7. All per capita tax due shall be in the hands of the I. S., or in the mails, on or before the 10th of the month.

Sec. 8. All beneficial members drafted or entering active Military Service shall be issued—on application by the member—a Military Service card, and one designated portion of the card is to be sent to the International Office by the financial secretary of the local union. A member issued such a card shall, on being demobilized from active service, immediately deposit the portion of said card issued to him, with the financial secretary of the local union that issued same, and resume payment of his monthly local union dues. For maintaining International Office standing of said members, as provided above, while in active service, all other beneficial members—except members on pension—shall pay in the months of January, April, July, and October of each year an assessment of twenty-five cents (25¢) for beneficial members.

All International Office members shall be governed by the above, the same as members of local unions, except that service cards shall be issued to them by the International Secretary.

Local unions providing local union benefits may make such arrangements as the local union desires for the maintenance of such benefits for members in active service. Where a local union does not make provision for the maintenance of local union benefits, the member receiving such service card shall not be entitled to any existing local union benefits until he redeposits his service card in the local union. At the close of the National Military Emergency all monies in the Military Assessment Fund of the I. O. shall be transferred to the Pension Fund of the I. O.

Sec. 9. Any L. U. going 3 months in arrears in its payments to the I. S., shall then stand suspended and can be reinstated only upon payment of an assessment of $25 to the I. S. in addition to making its reports and remittances in full.

Sec. 10. L. U.'s levying an assessment or tax on members who work overtime, shall pay 15% to the I. S. of all such payments collected. Each such L. U. shall use special official triplicate receipts furnished or approved by the I. S. when collecting such payments.

Sec. 11. Payments due the I. S. shall be held in the Treasury as a standing appropriation and do not require any vote of the L. U. to be sent to the I. S.

Sec. 12. A universal system of bookkeeping shall be used in all L. U.'s and the books and

supplies shall be furnished at cost by the I. S. Special dispensation may be given by the I. S. in unusual cases.

ARTICLE XV.

Local Union Charters.

Sec. 1. A L. U. may be organized by any number of electrical workers, not less than 10 journeymen. The I. S. shall grant a charter when authorized by the I. P.

Sec. 2. Each charter must state the class of work and the territory or jurisdiction covered by the charter. But the I. P. has the right and power to divide or change the territory or jurisdiction covered by any L. U.—or to take charge of and direct certain jobs, or projects in, or passing through any territory—when in the judgment of the I. P., such should be done.

Sec. 3. The I. P. has the right and the power to merge or amalgamate L. U.'s in any community or section where the facts, developments or conditions—in the judgment of the I. P.—warrant such action, also to decide the terms or details of any merger or amalgamation when the L. U.'s involved cannot or do not agree.

Sec. 4. When a L. U. does not—in the judgment of the I. P.—organize or protect the jurisdiction or territory awarded it, then its charter may be suspended or revoked by the I. P. and a new L. U. established or the jurisdiction or territory awarded to another L. U. or L. U.'s.

Sec. 5. When there is more than one branch of the electrical trade represented in a L. U., then this shall be known as a mixed L. U.—and the members of each branch of the trade shall define their own scale of wages, hours and working conditions, and submit these to a meeting of the mixed L. U. for approval.

Class "B" Charters.

Sec. 6. The I. P. is empowered to establish and to charter Class "B" local unions, admitting to membership employees engaged in the miscellaneous branches of the electrical industry—exclusive of the General branches specified in the titles of Article XXVIII, Sections 4, 5, 6, and 7 of the Constitution—except that the I. P. is authorized to in any instance cause to be included in local unions, chartered under Class "B" charters, such employees as are engaged in work coming under or generally recognized as belonging to subclassifications of the general branches as, in his judgment, the progress of the I. B. E. W. demands.

Sec. 7. Any employee engaged in the electrical

industry on work coming under the jurisdiction of Class "B" charters, as above indicated and as interpreted by the I. P. may become a member of any Class "B" local union subject to all the provisions of the Constitution—and as provided below.

Sec. 8. Class "B" charters may be issued to local unions composed of male and / or female electrical employees—but not less than 10.

Sec. 9. The admission fee for male or female members—in Class "B" chartered local unions—shall not be less than $1.50.

Sec. 10. All Class "B" chartered L. U.'s shall pay to the I. S. an admission fee of not less than $1.50 plus 50% of the admission fee charged by the local union in excess of $1.50 for each member admitted. In addition all Class "B" chartered L. U.'s shall pay to the I. S. a per capita tax of 50¢ per member monthly. The admission fee received by the I. S. from Class "B" chartered L. U.'s shall be placed in the General Fund. The per capita tax shall be apportioned as follows:

35¢ to the General Fund
10¢ to the Journal Fund
3¢ to the Defense Fund
2¢ to the Convention Fund.

Sec. 11. Members classified as chartered "B" Class members do not participate in the fund or benefits established and maintained under Articles XII and XIII of the Constitution respectively or in benefits provided through the E. W. B. A.—except as provided in Section 12 hereof.

Sec. 12. Each male member, admitted into a chartered "B" Class L. U. prior to July 15, 1935, shall be privileged to pay and have his L. U. continue payment to the I. S. of his per capita tax established prior to July 15, 1935, and shall be entitled to the benefits accruing through continuation of his membership in the I. B. E. W. in accord with the requirements for continuous membership elsewhere provided in the Constitution. But no Class "B" member shall be privileged to increase his per capita tax obligations to, or benefits in, the I. B. E. W. after August 1, 1935, except through transfer to another branch of the trade in accord with Article XXV, Sections 7 and 8 of the Constitution. Class B members continuing benefits under Articles XII and XIII shall pay all assessments levied to support the funds providing such benefits.

Sec. 13. Each female member of a Class "B" L. U. in continuous good standing in the I. B. E. W. for one year or more prior to July 15, 1935, and providing the continuity of standing is not interrupted after July 15, 1935, shall in case of death, be entitled to a funeral benefit of $200

from the General Fund of the I. B. E. W. Female members admitted to Class "B" membership after July 15, 1935, shall not be entitled to this benefit.

Sec. 14. Female members of Class "B" chartered L. U.'s shall pay one-half of any assessment levied by the I. P.—except that no assessment shall be paid by Class "B" members for benefits provided in Articles XII and XIII of the Constitution—and Class "B" members shall not participate in the benefits provided in Article XII and XIII or in benefits provided through the E. W. B. A. except as provided in section 12 hereof.

Sec. 15. Traveling cards issued to members of a Class "B" L. U. shall be governed by the provisions elsewhere in this Constitution defining traveling card privileges—but in no case can such cards be deposited in any other than a Class "B" local union.

Sec. 16. Each Class "B" (non-beneficial) chartered L. U. shall be entitled to a vote on all non-beneficial members,—one vote for each L. U. with 100 members or less, and one vote for each additional 100 members or majority fraction thereof at all I. B. E. W. conventions, or referenda, and one delegate for its first 500 members or less, and one delegate for each additional 500 members or majority fraction thereof.

Sec. 17. Should a "B" Charter member request a Withdrawal Card to maintain his or her standing in the I. B. E. W., he or she shall deposit in the I. O. the transfer portion of the card and pay his or her per capita in advance to the I. S. as well as any I. O. assessment. Upon returning to the trade, the recipient of such Withdrawal Card shall deposit the same in the L. U. that issued it.

Sec. 18. Such Withdrawal Card shall be valid upon good conduct of the member. It may be annulled by any L. U. or by the I. P. for violation of laws of the I. B. E. W. or by-laws and rules of any L. U. or for any action by the holder detrimental to the interests of the I. B. E. W.

Sec. 19. Class "B" chartered L. U.'s and members shall be governed by this Constitution as amended.

ARTICLE XVI.

Railroad Council Charters.

Sec. 1. Railroad System or Regional Councils shall be formed and composed of Railroad L. U.'s of the I. B. E. W., as conditions require and as decided by the I. P.

Sec. 2. Each such Council must be chartered by the I. P. and such charters shall define the jurisdiction or territory of each such Council.

The I. S. shall grant such charters when authorized by the I. P. But the I. P. has the right and power to divide or change the territory or jurisdiction covered by such charter—when in the judgment of the I. P. such should be done to advance the interests of the I. B. E. W. on railroads.

Rules for Railroad Councils.

Sec. 3. The method of representation in Railroad Councils shall be determined by the L. U.'s affiliated therewith.

Sec. 4. Such Councils shall charge a per capita tax for their support and for proper handling of their business on railroads—and such per capita tax shall not be less than $1 a month from the members of Railroad L. U.'s.

Sec. 5. The Secretary of each Council shall furnish to its L. U.'s—and to the International Officer in charge of railroad matters, and to the I. S.—a quarterly financial report showing all receipts and disbursements.

Sec. 6. Each such Council shall adopt By-Laws and rules to meet the needs of or to protect and advance the interests of the I. B. E. W. on railroads. Such By-Laws or rules shall in no way conflict with this Constitution. Where any doubt appears, this Constitution shall be supreme. All By-Laws, amendments or rules—all agreements, jurisdiction or otherwise, of any and all kinds—shall be submitted in duplicate form to the International Officer in charge of railroad matters for his approval.

Sec. 7. No such Council shall put into effect—nor shall its officers, General Chairman or Representatives put into effect or allow to be put into effect—any By-Law, amendment, rules, or agreement of any kind without first securing approval of the International Officer in charge of railroad matters. All these shall be null and void without such approval, and this International Officer has the power to correct By-Laws, amendments, rules and agreements to conform to this Constitution and the policies of the I. B. E. W.

Sec. 8. Each such Council shall co-operate, as and when, and in the manner directed, by the International Officer in charge of railroad matters, with other railroad organizations and with the Railway Employees Department of the American Federation of Labor.

Sec. 9. When the I. P. deems it necessary to protect or advance the interests of I. B. E. W. members on railroads—or to organize or protect their jurisdiction—the I. P. is empowered to require such Councils to employ a full time General Chairman, or a sufficient number of Assistant

General Chairmen to cover the jurisdiction or territory involved.

Sec. 10. The General Chairman of each such Council shall be held responsible to the Council and to the I. P. for results in organizing his territory, for establishing friendly relations with representatives of the railroads, and in protecting the jurisdiction of the I. B. E. W. He shall attend all meetings of the Executive Board of the Council. It shall be his responsibility to keep accurate statistics—or to see that such statistics are kept—as required by the I. P., and to cooperate fully with the Research Department of the I. B. E. W. and the International Officer in charge of railroad matters.

Where a Council has more than one General Chairman—or Representative—one shall be elected to be in full charge. He shall appoint any additional General Chairmen, Representatives or Assistants—and these shall work directly under him and be subject to his authority. He may discharge them at any time. When a representative or assistant is dismissed by the General Chairman in charge, he shall not be reemployed or paid by the Council in any capacity during the term of office of the General Chairman in charge, without his consent.

Sec. 11. The officers, General Chairmen, and representatives of such Councils shall be guided and governed by the same rules—where such apply to them—which guide and govern the officers and representatives of the L. U.'s of the I. B. E. W.

Sec. 12. The I. P. has the power at any time to enter any situation or controversy involving a Council, and the decision of the International Officer in charge of railroad matters shall be accepted by such Council and its officers, subject to appeal to the I .P., and to the I. E. C. and I. C.

Sec. 13. No such Council shall start action in a court of law against the I. B. E. W.—or against the decision of any International Officer or the I. E. C.—until it has first exhausted all its remedies through all the courts of the I. B. E. W. Such a violation shall automatically cancel its charter, and its officers and General Chairman shall stand automatically expelled from the I. B. E. W.

ARTICLE XVII.

Rules for Local Unions.

Sec. 1. No L. U. shall start action in a court of law against the I. B. E. W.—or against the decision of any International Officer or the I. E. C. —until it has first exhausted all its remedies

through all the courts of the I. B. E. W. Such violation shall automatically cancel its charter. Any officer or member who participates in or who is a party to such a court action shall stand automatically expelled.

Sec. 2. No L. U. shall meet more than twice monthly—unless specifically called. Special meetings may be called only by the Business Manager, Railroad General Chairman or the L. U. Executive Board.

Sec. 3. Each L. U. shall adjourn its meetings not later than 11 P. M. prevailing time—and no other meetings shall be held on the same day or night. Any action taken after this hour shall be null and void. Anyone presiding over the meeting shall be held personally liable and subject to penalty from the I. P. for permitting violation of this provision.

Sec. 4. Any L. U. failing to hold a regular meeting for a period of one month shall forfeit its charter, unless it shows good cause, for not doing so. Seven members in good standing shall constitute a quorum, provided the L. U. has a membership of 25 or more. If the L. U. has less than 25 members, then 5 shall constitute a quorum.

Subject to the same penalty for not holding a meeting, each L. U.—any of whose members belong to the Electrical Workers Benefit Association—shall, at not less than one meeting every month, hold a meeting of the Local Lodge—after the regular L. U. meeting—composed of its members who are also members of the E. W. B. A. At the meeting of the E. W. B. A. Lodge, no member of the I. B. E. W. who is not also a member of the E. W. B. A., shall vote or participate therein.

Sec. 5. L. U.'s shall affiliate, or shall not affiliate, with Central Labor Unions or Building Trades Councils or State or District Bodies, or Associations, as decided by the I. P.

Sec. 6. No. L. U. shall allow any member who becomes an electrical employer—or a partner in an electrical employing concern—to hold office in the L. U. or attend any of its meetings—except by consent of the I. P. The L. U. shall allow such a member to continue his membership in the L. U. or take a transfer card for deposit in the I. O., when it is decided he can not attend meetings.

Sec. 7. L. U.'s are empowered to make their own By-Laws and working rules—but these shall in no way conflict with this Constitution. Where any doubt appears, this Constitution shall be supreme. All By-Laws, amendments and rules—all agreements, jurisdiction or otherwise—of any

kind or nature—shall be submitted in duplicate form to the I. P. for approval. No L. U. shall put into effect any By-Law, amendment, rule or agreement of any kind without first securing such approval. All these shall be null and void without I. P. approval. The I. P. has the right to correct any By-Laws, amendments, rules or agreements to conform to this Constitution and the policies of the I. B. E. W.

Sec. 8. This Constitution and the rules herein shall be considered a part of all L. U. By-Laws and shall be absolutely binding on each and every L. U. member.

Sec. 9. All local By-Laws or rules in conflict with this Constitution, and the rules herein, are null and void.

Sec. 10. All agreements between L. U.'s and employers must contain a condition that the L. U. is part of the I. B. E. W. and that a violation or annulment of agreement with any L. U. annuls all agreements entered into with the same employer, corporation or firm and any other L. U. of the I. B. E. W.

Sec. 11. All L. U.'s shall be compelled to live up to all approved agreements unless broken or terminated by the other party or parties, which fact shall first be ascertained by the I. P. No agreement of any kind or nature shall be abrogated without sanction of the I. P.

Sec. 12. No L. U. shall allow its members to work for any employer in difficulty with any other L. U. of the I. B. E. W., providing the I. P. has recognized such difficulty.

Sec. 13. No L. U. shall cause or allow a stoppage of work in any controversy of a general nature before obtaining consent of the I. P. The I. P.—or his representative—has the power at any time to enter any situation or controversy involving a L. U. or any of its members—and the decision of the I. P.—direct or through his representative—shall be accepted by the L. U. and its officers, subject to appeal to the I. E. C. and I. C.

Sec. 14. No L. U.'s shall by any action, law, rule, agreement or understanding—refuse to furnish members to, or prevent their members working for outside employers who have work within their jurisdiction, under the same working conditions and wages that the L. U. members work for local employers—provided, that such outside employers engage only members of the I. B. E. W. on their other work.

Sec. 15. Each L. U. has power to adopt its own apprentice or helper system or rules, as the conditions of each community may require. But after an apprentice or helper has worked 6

months under the supervision or jurisdiction of a L. U., he shall be admitted or initiated into the I. B. E. W.—through the L. U.—and the L. U. shall send to the I. S. the same amount of per capita tax for such apprentices and helpers as is sent for journeymen. (However, this section shall not apply to or affect outside or linemen's L. U.'s or those working under their jurisdiction.)

Sec. 16. Apprentices, helpers and groundmen may or may not have a voice and vote at L. U. meetings or elections, as the L. U. decides.

Sec. 17. Each L. U. must file a record with the I. S. of its admission or initiation fee—and in case of a dispute this record shall be conclusive of the correct amount.

Sec. 18. In no case shall a L. U. charge any member of the I. B. E. W. an examination fee.

Sec. 19. No L. U. shall send out—or approve of the sending out of, financial appeals of any kind, without first having consent of the I. P. No L. U. shall recognize or pass upon any financial appeals, etc., it may receive—without such having received approval of the I. P.

Sec. 20. Whenever the I. P. deems it necessary to protect or advance the interests of a L. U. and the I. B. E. W.—or to organize and protect its jurisdiction—the I. P. may require the L. U. to employ a sufficient number of representatives to cover the jurisdiction or territory involved.

Sec. 21. Railroad L. U.'s shall join Railroad System Federations—and Systems or Regional Councils where such are formed. Railroad L. U.'s must contribute to the support of and conform to the laws of Railroad Councils where such are formed. Railroad L. U.'s shall co-operate—as and when, and in the manner directed by the International Officer in charge of railroad matters, with other railroad organizations, and the Railway Employees Department of the American Federation of Labor.

Sec. 22. No L. U. shall withdraw from the I. B. E. W. or dissolve as long as 5 members in good standing object thereto. Before withdrawal written notice must be given to the I. P. and all books, papers, charters, funds and all property are to be returned to the I. S.

Sec. 23. L. U.'s—or Railroad System or Regional Councils—whose charters have been revoked or suspended for violation of this Constitution, or for non-compliance with decisions rendered by proper International authority, shall have no right or power to take any action, except actions necessary to comply with the Constitution or decisions rendered by proper International authority. After such action has been taken, no further action can be taken until notice

from the I. P. is received that revocation or suspension has been terminated.

Parliamentary Rules.

1. The Chairman may save time in deciding certain questions by asking if there are any objections. If none, he shall declare an action adopted.
2. He shall not allow any member of the L. U. to speak more than once on the same subject until all members desiring the floor have spoken—and not more than twice—and not more than 7 minutes at any one time—except those making reports.
3. Partisan or sectarian discussions shall not be permitted under any circumstances.
4. When members desire all talk or debate stopped and a vote taken, they may call for the previous question. When this is done, it shall be put to a vote at once in this form: "Shall all debate be closed and the main question voted upon?" If this carries by a majority vote, then a vote shall at once be taken on the question before the meeting.
5. An appeal may be taken to the meeting on any ruling of the Chairman—but not when a question of law is involved. When an appeal is taken to the meeting, the Chairman shall state it in these words: "Shall the decision of your Chairman be upheld?" The member making the appeal shall then state his grounds—and the Chairman shall give the reason for his decision. The vote shall then be taken without further debate.
6. A question can be reconsidered only at the same meeting or at the next regular meeting. If reconsidered at the same meeting, majority vote is sufficient. If reconsidered at the next meeting, a two-thirds vote is required. A motion to reconsider must be made and seconded by two members who voted with the majority.
7. A motion can be amended only twice.
8. If a motion has been amended, then the amendment shall be voted upon first. If more than one amendment has been offered, then the vote shall be first on the amendment to amendment; next on the amendment to the motion; and last on the original motion.
9. Motions to lay on the table—or to read a paper or document—or to adjourn—are not debatable.
10. All resolutions and resignations must be submitted in writing.
11. All other parliamentary questions not decided in these rules shall be decided by Roberts' Rules of Order.

ARTICLE XVIII.

Officers of Local Unions.

Sec. 1. Each L. U. shall have a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, and Executive Board of not more than seven nor less than three members, provided that where deemed necessary for better representation in L. U.'s the Executive Board may, with the consent of the I. P., have more than seven members, and an Examining Board of not more than five nor less than three members.

Sec. 2. L. U.'s requiring a local Business Representative, or Representatives, shall elect one person to be known as a Business Manager. He shall appoint any and all other representatives or assistants. And these shall work directly under him and be subject to his authority. He may discharge them at any time. When a representative or assistant is discharged by the Business Manager, he shall not be re-employed or paid by the L. U. in any capacity during the term of office of such Business Manager, without his consent. However, this does not disqualify any discharged assistant or representative from running for office at the next election.

Sec. 3. Each L. U. shall also have a press secretary—and as many inspectors and door foremen as the L. U. President deems necessary. These shall not be considered officers, and shall be appointed by the President. They shall perform such duties as he directs. He may remove any of them and appoint others at any time.

Sec. 4. No other local offices shall be created without consent of the I. P.

Sec. 5. All L. U. offices not provided for herein are abolished. All L. U. offices shall be deemed vacant when this Constitution alters the term of office, or the number of offices or the manner of selection, and shall be filled until the next regular L. U. election in the manner specified by the International President.

Sec. 6. No L. U.'s shall combine the office of Financial Secretary and Treasurer unless by special dispensation from the I. P.

Sec. 7. In each L. U.—whose members belong to the Electrical Workers Benefit Association—no member shall be eligible to the office of F. S. unless he is also a member of the E. W. B. A. This rule may be waived by the I. P. for good cause.

Sec. 8. No L. U. shall allow dues to officers or appointees for services rendered—but the L. U. may fix such salaries for them as it decides.

Sec. 9. The officers shall serve 2 or 4 years—as the L. U. By-Laws may provide—or until their successors are qualified.

Sec. 10. Nominations for officers shall be made at the first L. U. meeting held in June every 2 or 4 years. Any member nominated can withdraw his name any time prior to the election, either by announcement at the meeting of the L. U. or by notifying the L. U. President in writing.

Sec. 11. No member shall be nominated for office unless he is present or signifies his willingness in writing. Nor shall he be eligible for any office unless he has been a journeyman member in continuous good standing at least two years in the L. U. prior to nomination, providing the L. U. has been in existence for this time. When it is impracticable or impossible for a L. U. to elect officers with the required standing, the I. P. may grant special dispensation.

Sec. 12. The L. U. shall decide how many tellers there shall be—and the manner of their selection—with one judge, to conduct the election in the manner decided by the L. U., but not to conflict with this Constitution.

Sec. 13. Elections shall be held in the same month—June—when nominations are made, and each L. U. shall set a definite date or time for the elections. The elections shall be decided for the candidate receiving the most votes.

Sec. 14. The installation of officers shall occur at the first meeting held in July following the election.

Sec. 15. Any officer failing to discharge the duties of his office for two consecutive meetings—unless satisfactory excuse is given in writing—shall have his office or position declared vacant by the L. U. President—and the Executive Board shall then fill such vacancy until next regular election.

Sec. 16. When it is decided by proper authority—and in accordance with these laws—that any L. U. officer shall be suspended or removed from office, then the L. U. President shall at once declare such office vacant. If this applies to the President, then the Vice-President shall declare his office vacant.

Sec. 17. Vacancies occurring in any L. U. office shall be filled by the L. U. Executive Board until next regular election, except when filled by the International President. Vacancies in the office of Press Secretary, Door Foreman, or Inspector, shall be filled by the L. U. President.

Sec. 18. During the temporary absence of any officer, the President shall appoint a member to serve pro tem. In the absence of the President,

the Vice-President shall automatically perform his duties. In the absence of both the President and Vice-President, the R. S. shall call the L. U. meeting to order and the L. U. shall name a temporary Chairman. (This does not apply to the Business Manager.)

Sec. 19. All officers—at the expiration of their terms of office—shall deliver to their successors all books, papers, money and other property in their possession belonging to the I. B. E. W. or the L. U. and shall not be relieved from their bond or obligation until this has been done.

Sec. 20. All officers—appointees or employees—shall turn over all books, papers and property of the L. U. in their possession to the I. P. or his representative upon his demand.

Sec. 21. No officer or railroad general chairman shall use or allow anyone to use the mailing list of members to communicate regarding union politics or candidates for union office. Any officer having such list shall be held personally liable for its misuse.

ARTICLE XIX.

Duties of Local Officers.

President.

Sec. 1. The L. U. President shall be held responsible for the strict enforcement of this Constitution and the rules herein, and the L. U. By-Laws. He shall be held personally liable and subject to penalty by the I. P. for failure to conduct orderly meetings and to carry out the responsibilities and duties imposed upon him herein.

He is empowered and shall do as follows:

(1.) Preside at all meetings of the L. U. and see that each meeting is promptly adjourned not later than 11 P. M. prevailing time. When he deems it necessary to preserve order, he shall appoint members to aid him in doing so and in carrying out his rulings.

(2.) He shall promptly have removed from the meeting room any intoxicated member—any disturber—or anyone not conducting himself in a gentlemanly way or who disturbs the harmony or peace of the meeting—or who fails promptly to abide by his rulings or the action of the meeting. He shall suspend from attendance at all meetings, any member who commits any of these offenses—but such suspension shall not be for more than 3 months at a time. He shall repeat as often as he deems proper the sentence of suspension on any persistent offender—and he shall see to it that such suspended member shall

not be allowed to enter the door of the meeting by the foreman, or foremen, during such suspension.

(3.) He shall decide all questions of order according to the Parliamentary Rules stated herein —and have the deciding vote in case of a tie— and see that all assessments are paid and all penalties enforced.

(4.) He shall appoint all committees—act as an ex-officio member of all committees—appoint all delegates to Central Labor Unions and to Building Trades Councils (where the L. U. has a Business Manager, then he and any of his assistants shall be named by the President to the Building Trades Council.)

(5.) He shall see that all committees perform the duties assigned to them within a reasonable time, and promptly remove any committee member not performing his duties—and appoint another.

(6.) He shall either appoint an auditing committee of 3 members—or he or the L. U. Executive Board, as the L. U. decides, shall employ a public accountant—to audit the books and accounts of the L. U. every 3 months—and he shall inspect the bank book or books of the Treasurer to see that L. U. monies turned over to the Treasurer have been properly and promptly deposited in the name of the L. U.

(7.) He shall see that all funds of the L. U. are deposited in a reputable bank or banks in the name of the L. U., subject to withdrawal by check signed in the name of the L. U. and countersigned by the President and Treasurer— and see that no disbursements are made except on an order countersigned by the R. S. and himself after action of the L. U. However, no action of the L. U. is necessary to pay regular or standing bills such as rent, salaries, and payments due the I. S.

(8.) He shall notify in writing any bank—or all banks—in which the L. U. makes deposits, that the L. U. empowers the I. P. to stop withdrawal of any L. U. funds when in the judgment of the I. P. such action is necessary to protect the L. U. and its members. He shall notify such bank or banks that they are to honor and abide by any notice from the I. P. to stop withdrawals should the occasion arise. He shall send to the I. S. a copy of such letter or notice to any bank or banks, to be made a matter of record.

(9.) He shall see that the amount of bonds on the F. S. and the Treasurer is sufficient to protect the L. U. against any loss. The minimum bond on the F. S. and the Treasurer shall be

$500—and the bonds are to be made through the I. O.

(10.) He shall co-operate with the Business Manager of the L. U.—if the L. U. has one—and shall not work in conflict with him. Where the L. U. has no Business Manager, the President shall keep accurate statistics—or see to it that such statistics are kept by the F. S. or person designated—as required by the I. P., and to co-operate fully with the Research Department of the I. B. E. W.

He shall perform such other duties as prescribed herein—and as may be assigned to him by his L. U. when such duties are not in conflict with this Constitution and these rules.

Vice-President.

Sec. 2. The Vice-President shall assist the President in the discharge of his duties and shall fill his place in case of the President's absence and perform such other duties as required by this Constitution and the By-Laws of the L. U.

Recording Secretary.

Sec. 3. The R. S. shall keep correct minutes of each meeting of the L. U.—answer all correspondence in accordance with instructions given him by the L. U. or the President—make out all orders on the Treasurer for the payment of authorized bills—notify the I. S. of all changes in officers and give names and addresses—and perform such other duties as directed by the President and as may be required by the By-Laws of the L. U. and this Constitution.

Financial Secretary.

Sec. 4. The F. S. shall receive monies paid into the L. U. and give official receipts for all monies received, from the triplicate receipt books furnished or approved by the I. S. He shall, at the close of each meeting or before, pay over L. U. monies to the Treasurer. He shall keep a correct record of each member, the full name and address, and notify the I. S. promptly of all suspended or expelled members. He shall make known to the L. U. the receipts received, at such time as decided by the L. U. He shall make report to the I. S. on official triplicate receipt form as supplied from or approved by, the I. S., giving one to the payee, sending one to the I. S. and retaining one for the L. U. record—and such receipt shall be the recognized standing of a member, at the I. O., from the date of payment in L. U. The L. U. is responsible to the I. S. for such payments, and the F. S. shall mail to

the I. S. the per capita report by the 10th of the month. Upon the F. S. failing to do so, the L. U. shall be assessed $25.

Sec. 5. The F. S. of each railroad L. U. shall also collect all monies and fees due Railroad System or Regional Councils—and forward same to the Council Secretary on or before the 10th of the month. He shall make reports on official triplicate forms provided by the I. S.—sending one to the Council Secretary, one to the I. S. and keeping one for the L. U. record—and he shall also send on or before the 10th of the month a list giving the complete standing of members—showing members admitted, those leaving with Traveling Cards, suspended, expelled or dropped from the rolls, and those not working.

Sec. 6. The F. S. shall submit his books and records for inspection or audit, when called upon by the President, or by the auditing committee appointed, or by any public accountant employed by the President, or Executive Board.

Treasurer.

Sec. 7. The Treasurer shall receive from the F. S. all monies collected and give receipt for the same. He shall deposit all L. U. monies turned over to him, in a bank or banks, designated by the L. U. in the name of the L. U. He shall make no disbursements without sanction of the L. U.—except for payment of regular or standing bills such as rent, salaries, and payments to the I. S. which do not require a vote of the L. U.—and upon an order or warrant signed by the President and the R. S. He shall make an itemized statement to the L. U. as and when required by the L. U. or the President. He shall submit his books and records for inspection or audit when called upon either by the President, or by the auditing committee appointed, or by any public accountant employed by the President, or Executive Board.

Business Manager.

(Where a L. U. has one.)

Sec. 8. The Business Manager shall be held responsible to the L. U. and to the I. P. for results in organizing his territory, for establishing friendly relations with employers, and in protecting the jurisdiction of the I. B. E. W. It shall be his responsibility to keep accurate statistics—or to see that such statistics are kept—as required by the I. P., and to co-operate fully with the Research Department of the I. B. E. W.

He shall attend all meetings of the L. U. Executive Board and have a voice but no vote. He

shall have such authority and perform such other duties as provided in this Constitution and as may be provided for in the L. U. By-Laws.

Executive Board.

Sec. 9. The L. U. Executive Board shall hold meetings between regular meetings of the L. U. It shall have the power to take any action that the L. U. can take, and which should be taken prior to the next regular meeting of the L. U. Matters referred to the Board by the Business Manager—or any of his assistants—or the General Chairman of a Railroad Council—shall take precedence over all other matters before the Board.

Sec. 10. A quorum of the Board shall consist of the majority of its members.

Sec. 11. The Board shall see that all members, officers or others, who are not entitled to remain in the Board meetings shall retire after they have been heard and submitted their business to the Board. When a Board member is directly interested or involved in any case before the Board, he shall retire.

Sec. 12. The Executive Board shall act as the Trial Board and hear all charges and try all members—except officers and representatives of Local Unions, and officers, General Chairmen and representatives of Railroad Councils—for any violation of this Constitution, or the By-Laws and working rules of the Local Union. (See all of Article XXVII.)

The Board may reopen and reconsider any case or cases when it feels the facts or circumstances justify doing so—and it shall do so when directed by the International Vice-President or International President.

No Board member shall sit in a case in which he is directly interested or involved, or which affects his own employer, or which involves a member working for the same employer. In such a case the Board member shall be disqualified and the President of the L. U. shall appoint a substitute or substitutes. If the President is a member of the Board and is disqualified, then the Vice-President shall appoint a substitute or substitutes. If the Vice-President is also disqualified, then the substitute or substitutes shall be named by the remaining board members. That portion of this paragraph which refers to an employer shall not apply to those unions where at least 75 per cent of the membership is in the employ of one employer.

Sec. 13. The Board shall submit a report of its actions and findings to each regular meeting of the Local Union for approval—except

that no approval or disapproval is to be made or action taken by the Local Union, nor is any discussion to be allowed, when the Board reports on the cases of members charged with violations of this Constitution, or the By-Laws and working rules of the Local Union.

Sec. 14. The Executive Board shall co-operate fully with other officers and the representatives of the L. U. to the end that the interests of the L. U. and its members may be properly protected and advanced. The Board shall perform such other duties as are outlined in this Constitution, or as may be provided for in the By-Laws of the L. U.

ARTICLE XX.

Dues—Assessments—Funds.

Sec. 1. L. U.'s shall collect dues from members either monthly or quarterly in advance —but the monthly dues shall not be less than $3 for journeymen members nor less than $2.50 for apprentices and helpers, except for Class "B" members.

Sec. 2. All assessments imposed shall be charged by the F. S. against the member as regular dues, and must be paid within the time required, to protect the member's standing and benefits.

Sec. 3. When an increased wage is obtained, dues to the L. U. shall automatically be increased monthly to an amount not less than the daily increase received. This automatic increase in dues shall become effective the first of the month following the date of each wage increase—and the F. S. shall be held personally liable and subject to penalty by the I. P. for failure to collect the increased dues. No vote of the L. U. is necessary. This shall not prevent L. U.'s from increasing their dues at other times. (This rule may be waived by the I. P. in any exceptional case, when good cause is shown.)

Sec. 4. No assessment shall be levied by the L. U. except by a majority vote of the members present—and no assessment can be ordered upon the night of its introduction, but must be laid over for at least 2 weeks for consideration.

L. U.'s in legal difficulty shall automatically assess each working member for every day he works until the difficulty is settled. If the difficulty is for an increased wage, the assessment shall not be less than the amount of the increase demanded. Where the difficulty is caused by a demand of employers for a decrease, the assessment shall not be less than the amount of the decrease demanded. If the difficulty does not in-

volve an increase or decrease of wages, the amount of the assessment shall be determined by a majority vote of the members at a regular or special meeting of the L. U. (This may be waived by the I. P. when good cause is shown.)

Sec. 5. All disbursements must be on an order, drawn on the Treasurer, signed by the President and R. S. However, no action of the L. U. is necessary for payment of regular or standing bills such as rent, salaries, and payments to the I. S.

Sec. 6. The funds and property of a L. U. shall be used only for such purposes as are approved by the I. P., or as are specified in this Constitution—and as may be necessary to transact, properly manage and conduct its business.

Sec. 7. The funds or property cannot be divided among the members individually—except in the form of such benefits as may be provided by the L. U., after approval of the I. P.

Sec. 8. The funds and property are for the legitimate purposes of the L. U., while 5 members remain therein. Should a L. U. finally dissolve, its charter, books, papers and funds shall at once be forwarded to the I. S.

ARTICLE XXI.

Qualifications of Members.

Sec. 1. Any electrical worker of good character not over 55 years of age—nor less than 16—and of good sound health and not subject to any disability liable to endanger life, is eligible to membership, provided he passes a satisfactory examination.

Sec. 2. If, after being admitted to membership, it is later found upon investigation that a member is not sufficiently acquainted with the electrical trade, or with the branch or type of work on which he is engaged, to earn or command the established wage, then a L. U. can—through its Executive Board or a specially appointed committee—require such member to attend electrical study classes or devote time towards becoming a competent, properly informed electrical mechanic.

Sec. 3. Any applicant disqualified on account of physical condition, but otherwise qualified, may be admitted to membership—but shall not be entitled to a funeral benefit from the I. B. E. W., and his physical disqualification shall be reported to the I. S. for the information of the Electrical Workers Benefit Association.

Sec. 4. Any applicant, except a Class "B" applicant, over 55 years of age, but otherwise qualified—and being ineligible on account of age to

become a member of the E. W. B. A.—may be admitted to the I. B. E. W., and after one or more years continuous standing shall, upon death, be entitled to a funeral benefit of $150 payable from the General Fund of the I. B. E. W.

ARTICLE XXII.

Admission of Members.

Sec. 1. No L. U. can admit any applicant who formerly was a member of the I. B. E. W.—or suspended by or indebted to another L. U.—without consent of the I. S. and without first consulting the last L. U. the applicant was a member of, in regard to his character and record. The I. P. shall decide any case in dispute.

Sec. 2. Each applicant for membership shall fill out an application blank furnished or approved by the I. S., and answer all questions. Application must be in duplicate form and a copy sent to the I. S.

Sec. 3. The acceptance of an application for membership—and the admission of the applicant into any L. U. of the I. B. E. W.—constitutes a contract between the member and the L. U. and the I. B. E. W., and between such member and all other members of the I. B. E. W.

Sec. 4. Each applicant admitted shall, in the presence of members of the I. B. E. W., repeat and sign the following obligation:

"I, ...freely and
(Give name)

without mental reservation, in the presence of members of the International Brotherhood of Electrical Workers, do sincerely promise and agree to conform to and abide by the Constitution and laws of the I. B. E. W. and its Local Unions. I will faithfully further, by every means within my power, the purposes for which the I. B. E. W. is instituted. I will bear true allegiance to the I. B. E. W. and will never sacrifice its interest in any manner. I promise and agree not to resort to any court of law for redress for any injustice that I may believe has been done me by the I. B. E. W. or any of its Local Unions, until I have first resorted to and exhausted the remedies provided for this object by the Constitution, Laws and Rules of the I. B. E. W. Should I leave the I. B. E. W. of my own free will, be suspended or expelled, I shall consider this obligation to be as binding upon me then as now."

Sec. 5. The obligation cards signed by applicants shall be in duplicate form and a copy must be sent to the I. S.

The L. U. shall have each applicant—except as provided in Sec. 10 of this article—take the obligation before a regular meeting—or if it so decides—this may be done outside the regular meeting in the presence of the President, or the Vice-President, or the Recording Secretary, who shall date and certify to the obligation.

Sec. 6. Each applicant shall pay the admission fee fixed by the By-Laws of the L. U. to which he applies—and 10% or more of such fee must accompany the application. Admission must be completed within 90 days of making application.

Sec. 7. The names of all applicants shall be read at a regular meeting of the L. U. The President shall appoint a committee to pass and report upon the applications—or the Executive Board may perform this function, as the L. U. may decide.

Sec. 8. If the applicant, or applicants, are reported upon favorably, a ballot or vote shall be taken, as the L. U. may decide. If a majority of ballots or votes are in the negative, the applicant or applicants shall be rejected, and his or their names shall not again be proposed for 6 months—and the admission fee shall be returned to the applicant.

Sec. 9. Any candidate failing to present himself for admission within one month after his election and notification thereof—unless he gives good and sufficient reasons—forfeits his admission fee, and cannot again be proposed for 6 months.

Sec. 10. Any electrical worker residing where there is no L. U., who can qualify according to this Constitution, may become a member by filling out a regular application, and sending it to the L. U., having jurisdiction, and if accepted, he shall sign the obligation card and send it to the L. U.

The I. S. may accept such an applicant direct if he feels there are good reasons for doing do.

Sec. 11. Every applicant—except males who are over 55 years of age, and Class "B" applicants—shall, at the time of submitting application for membership in the I. B. E. W., also submit an application for membership in the Electrical Workers Benefit Association on the application blank of such association. The admission fee of $2 to the E. W. B. A. shall accompany the application, in addition to the fee that must be deposited on the application for admission into the I. B. E. W. No L. U. shall consider an application for membership in the I. B. E. W. unless the provisions of this section are complied with.

If the applicant is admitted to membership in the L. U., the application for membership in the E. W. B. A., and the $2 admission fee, shall be sent to the I. S. for transmittal to the E. W. B. A.

If the applicant is not admitted to membership in the E. W. B. A., the $2 fee shall be returned, unless the applicant is eligible for the funeral benefits of the I. B. E. W., in which event the $2 fee shall be placed in the General Fund.

ARTICLE XXIII.

Members in Arrears.

Sec. 1. No member is entitled to notice of the monthly or quarterly dues of his L. U., nor of arrearages, but must take notice when payments are due.

Sec. 2. When a member's working card has expired, he at once stands suspended without notice from all L. U. benefits.

Sec. 3. Any member indebted to his L. U. for 3 months' dues—or having any past due indebtedness to the I. B. E. W. for dues or assessments—shall stand suspended, and the L. U. may refuse to accept dues from any member that is indebted to it. Such member cannot be reinstated until all indebtedness has been paid unless remitted by the L. U. However, dues cannot be remitted.

Sec. 4. Any member indebted to his L. U. for 6 months' full dues shall be dropped from membership by the F. S. and cannot become in good standing again in the I. B. E. W. except by joining as a new member.

Sec. 5. Members in arrears forfeit all rights and previous standing in the I. B. E. W.—and if reinstated, their standing and benefits shall date only from time of their reinstatement, but they shall retain their former card number.

ARTICLE XXIV.

Reinstatement of Members.

Sec. 1. Anyone suspended for being in arrears for 3 months—but less than 6 months—may apply for reinstatement. To be reinstated he must be in good health and free from physical disability or bodily ailment, otherwise he shall not receive a funeral benefit from the I. B. E. W.

Sec. 2. If eligible under this Constitution for reinstatement, the applicant shall pay all arrearages and assessments, and a reinstatement fee of $3 in addition to his L. U. Half of such fee is to be sent the I. S. If a majority of those present at a regular meeting vote in favor of reinstate-

ment, then the applicant shall stand reinstated, subject to all the limitations imposed by this Constitution.

Sec. 3. A reinstated member shall not be entitled to any L. U. benefits until 6 months after reinstatement.

Sec. 4. Reinstated members' standing in the I. O. shall be the same as that of new members.

Sec. 5. A suspended member traveling, or at a long distance from his L. U., can be reinstated in the nearest L. U. by consent of the one in which he formerly held membership.

ARTICLE XXV.

Traveling Cards.

Sec. 1. Any journeyman traveling, or visiting any L. U., shall be admitted to its meetings, provided he presents his official receipt for dues showing he is in good standing and he identifies himself as the rightful owner of such receipt.

Sec. 2. Any journeyman desiring to transfer his membership, may apply to the F. S., for a Traveling Card for a stated time not to exceed 3 months. This card shall be null and void unless deposited in some L. U. or renewed by the L. U. granting it, on or before the date of its expiration. No fraction of a month shall be recognized and all cards must date from the first day of the month and expire on the last day of the month.

Sec. 3. If a journeyman is in good standing and not under charges, the F. S. shall grant the card without vote of the L. U., upon payment of all dues in advance for the full time for which the card is granted.

Sec. 4. The L. U. issuing the card shall pay the I. S. the per capita for the time the card holds good. The L. U. shall be held liable for any unpaid per capita, premiums, assessments or other items due the I. O. and which the F. S. neglected to collect.

Sec. 5. No member shall work in the jurisdiction of another L. U. until his Traveling Card has been accepted, or he receives a working card or permit except by consent of the I. P. in special cases—and except in cases where L. U.'s allow their members to work, by agreement or understanding, in the jurisdiction of each other.

Any member violating this provision is subject to assessment at the discretion of that L. U. —but the assessment shall not exceed the wages earned by such member while violation continued —but any member violating the working rules of another L. U., shall be subject to such punishment as decided by that L. U.

Sec. 6. When a member is away and sends dues to his home L. U., the F. S. of the home L. U. shall notify the L. U.—of the same branch of the trade—in whose jurisdiction the member is located, giving his name, address and card number.

Sec. 7. A member not having 5 years' continuous good standing in the I. B. E. W. shall be required to pay any difference in admission or initiation fee—above the total sum already paid by him as such fee—to the L. U. to which he applies. No L. U. shall require a member to pay any such difference at a greater rate than $1 a day for each day he works. The L. U. may require him to pass its examination.

Sec. 8. No journeyman—of the same branch of trade—with 5 years or more continuous good standing, shall be required to take any examination or pay any difference in admission fee. However, any such member transferring his membership to a L. U. of a different branch of the trade, shall be required to pass a practical examination.

Sec. 9. No L. U. shall refuse to promptly accept the card of and readmit any member who once belonged to such L. U., provided he has maintained his continuous good standing in the I. B. E. W. while absent from such L. U.

Nor shall a L. U. demand or collect any difference in admission fee from a member who has once been a member in such L. U. and who has maintained his continuous good standing in the I. B. E. W. during his absence from such L. U.—except in cases where the member changes his classification on his return to such L. U., and the L. U. has established any difference in fees between the two classifications.

Sec. 10. The members' dues shall begin the first of the month after acceptance of his card. Any dues paid in advance of this date shall be returned to him by his former L. U., less the per capita.

Sec. 11. Any member leaving the jurisdiction of a L. U. owing just debts to a L. U. shall be required to pay up at the rate of not less than $1 for each day worked and shall pay up within 6 months of notice or be dropped from membership. The indebtedness shall be collected by the F. S. of the L. U. in which the member has deposited his card. In no case shall a new Traveling Card be issued to such member until such indebtedness is paid.

Sec. 12. A member admitted on a Traveling Card shall not vote on questions of agreement, trouble or wages, until 6 months after his card has been accepted—nor shall he be permitted

to vote in the L. U. election unless he has been a member in such L. U. 60 days prior to such election.

Sec. 13. Any L. U. which has 10% of its members out of work shall not be required to accept Traveling Cards during such period of unemployment, except as provided in Sec. 9 of this Article —and any L. U. in recognized difficulty shall not be required to accept such cards during such difficulty or for 90 days after it is settled.

(A recognized difficulty is one that was sanctioned by proper International Officer at the time the difficulty was declared.)

ARTICLE XXVI.

Withdrawal or Transfer Cards.

Sec. 1. Any member who becomes an employer, or a general manager or superintendent—or who retires from the electrical trade—may apply to the F. S. for a Withdrawal Card. It shall require a majority vote of a meeting to grant such card. But the L. U. has the right to require such a member to take out such a card, if it so decides.

Sec. 2. If such a member desires to maintain his standing in the I. B. E. W., he shall deposit in the I. O. the transfer portion of the card and pay his per capita in advance to the I. S.—as well as any I. O. assessments—and he shall be entitled to all benefits of the I. B. E. W. as long as he complies with its laws and maintains his continuous good standing. Such card shall not entitle the holder to any L. U. benefits or admittance to any L. U. meeting. Upon returning to the trade, the recipient of such card shall deposit it in the L. U. that issued it.

Sec. 3. Such card shall be valid upon the good conduct of the member. It can be annulled by any L. U. or by the I. P. for violation of the laws of the I. B. E. W., or the By-Laws and rules of any L. U.—or for working with or employing non-members of the I. B. E. W. to perform electrical work—or for any action of the holder detrimental to the interests of the I. B. E. W.

ARTICLE XXVII.

Misconduct, Offenses and Penalties.

Sec. 1. Any member violating his obligation and resorting to a court of law for redress for any injustice he may believe has been done him by the I. B. E. W., or any of its Local Unions —until he has first exhausted all his remedies through all the courts within the I. B. E. W.—

shall stand automatically expelled and without rights of any kind.

Sec. 2. Any member may be penalized for committing any one or more of the following offenses:

(1.) Urging or advocating that a member, or any L. U. start action in a court of law against the I. B. E. W. or any of its officers, or against a L. U. or any of its officers, without first exhausting all remedies through all the courts of the I. B. E. W.

(2.) Violation of any provision of this Constitution and the rules herein—or the By-Laws, working agreements, or trade or working rules of a L. U.

(3.) Having knowledge of the violation of any provision of this Constitution, or the By-Laws or rules of a L. U., yet failing to file charges against the offender or to notify the proper officers of the L. U.

(4.) Obtaining membership through fraudulent means or by misrepresentation, either on the part of the member himself or others interested.

(5.) Advocating or attempting to bring about a withdrawal from the I. B. E. W. of any L. U., or of any member or group of members.

(6.) Publishing or circulating among the membership—or among L. U.'s—false reports or misrepresentations.

(7.) Sending letters or statements, anonymous or otherwise—or making oral statements—to public officials or others which contain untruths about, or which misrepresent a L. U., its officers, representatives, officers or representatives of the I. B. E. W.

(8.) Creating or attempting to create dissatisfaction or dissension among any of the members, or among L. U.'s of the I. B. E. W.

(9.) Working in the interest of any organization or cause which is detrimental to—or opposed to—the I. B. E. W.

(10.) Slandering or otherwise wronging a member of the I. B. E. W. by any wilful act or acts.

(11.) Entering or being present at any meeting of a L. U., or its Executive Board, or any committee meeting, while intoxicated, or drinking intoxicants in or near any such meeting, or carrying intoxicants into such meeting.

(12.) Disturbing the peace or harmony of any L. U. meeting or its Executive Board—using abusive language—creating or participating in any disturbance—drinking intoxicants, or being intoxicated—in or around the office or headquarters of a L. U.

(13.) Making known the business of a L. U. to persons not entitled to such knowledge.

(14.) Fraudulently receiving any monies due a L. U. or misappropriating the monies of any L. U.

(15.) Attending or participating in any gathering or meeting whatsoever—held outside meetings of a L. U.—at which the affairs of the L. U. are discussed, or at which conclusions are arrived at regarding the business and the affairs of a L. U., or regarding L. U. officers or a candidate or candidates for L. U. office.

(16.) Mailing, handing out, or posting cards, handbills, letters, marked ballots or political literature of any kind—or displaying streamers, banners, signs or anything else of a political nature—or being a party in any way to such being done in an effort to induce members to vote for or against any candidate or candidates for office in a L. U., or candidates to Conventions.

(17.) Soliciting advertising for year books, programs, etc. when the name of a L. U. or the I. B. E. W.—or the names or pictures of Local or International officers appear in such matter without consent of the I. P. Any member, any officer or representative of any L. U.—or state association, board or other organization of electrical workers, shall be held liable for allowing individuals or agencies to solicit such advertising without consent of the I. P. or for in any way violating this provision.

(18.) Failure to install or do electrical work in a safe, workmanlike manner—or leaving work in a condition that may endanger the property, or safety and lives of others—or proving unable, or unfit mentally, to properly learn the electrical trade.

(19.) Causing a stoppage of work because of any alleged grievance or dispute without having consent of the L. U. or its proper officers.

(20.) Working for any individual or company declared in difficulty with a L. U. or the I. B. E. W., in accordance with this Constitution.

Any member convicted of any one or more of the above named offenses may be assessed or suspended, or both—or expelled—or removed from the place in which he is employed.

If an officer or representative of a L. U.—or an officer, General Chairman or representative of a Railroad Council—is convicted of any one or more of the above named offenses, he may be removed from office or position—or assessed or suspended, or both—or expelled.

Charges and Trials.

Sec. 3. All charges — except against officers and representatives of Local Unions, and against officers, General Chairman and representatives of Railroad Councils—shall be heard and tried by

the Local Union Executive Board which shall act as the Trial Board, in accordance with Article XIX, Sections 13 and 14. A majority vote of the Board shall be sufficient for decision and sentence.

(This section shall not be construed to conflict with power of the International President or the International Executive Council to take action in certain cases, as provided in Articles IV and IX.)

Sec. 4. All charges must be in writing and signed, specifying the part or parts of this Constitution so violated—except however, in cases where members are charged with violating the Local Union By-Laws or trade or working rules, when no written charges are necessary and the member or members may be cited to appear at the next meeting of the Trial Board for hearing and trial.

Sec. 5. When written charges are filed—except against officers and representatives of Local Unions, and against officers, General Chairmen and representatives of Railroad Councils—the same shall be read but not discussed, at the next regular meeting of the Local Union and the Recording Secretary shall immediately send copy of such charges to the accused, stating when he is to appear before the Trial Board.

Sec. 6. The Trial Board shall, without delay, proceed with the case and hear evidence and witnesses for and against the accused. This must be done in all cases where members are cited before the Board. The Board shall grant a reasonable delay to the accused when it feels the facts or circumstances warrant such a delay. The accused shall be granted a fair and impartial trial.

Sec. 7. When the Trial Board has reached a decision, it shall report its findings—and sentence, if any—to the next regular meeting of the Local Union. Such report or action of the Board shall not be discussed or acted upon by the Local Union. The action of the Trial Board shall be considered the action of the Local Union—and the report of the Board shall conclude the case or cases, except for the accused having the right of appeal to the International Vice-President, then to the International President, then to the International Executive Council and then to the International Convention. However, the Board may reopen and reconsider any case or cases when it feels the facts or circumstances justify doing so—and it shall do so when directed by the International Vice-President or International President.

Sec. 8. If the accused wilfully fails to stand

trial—or attempts to evade trial—the Trial Board shall proceed to hear and determine the case just as though the accused were present.

Trials of Officers and Representatives.

Sec. 9. When any Executive Board member, any local officer or representative—or officer, General Chairman or representative of Railroad Councils, is charged with an offense, by any one, such written charges must be filed direct with the International Vice-President of the district in which the Local Union is located—except however, if such charges are against an officer or representative of a Railroad Local Union, or an officer, General Chairman or representative of a Railroad Council, these shall be filed with the International Vice-President in charge of railroad matters.

(This section shall not be construed to conflict with power of the International President or the International Executive Council to take action in certain cases, as provided in Articles IV and IX.)

Sec. 10. The International Vice-President shall pass upon and determine such case or cases, with the accused having the right of appeal to the International President, then to the International Executive Council, then to the International Convention. Any such appeal, to be recognized, must be taken within 30 days from date of decision appealed from. No appeal from the International Vice-President shall suspend operation of any decision.

Sec. 11. The International Vice-President may require that all evidence, testimony or statements be submitted to him in writing for review, decision and sentence (if any) or he may hear the case in person. If he so decides, he may appoint a referee, who may or may not be a member, to take testimony and report to him.

Sec. 12. The International Vice-President may reopen any case or cases when there is new evidence or testimony, facts or circumstances, which he feels is sufficient to justify such being done.

Appeals.

Sec. 13. Any member who claims an injustice has been done him by any Local Union or Trial Board—or by any Railroad Council—may appeal to the International Vice-President any time within 30 days after the date of the action complained of. If the appeal is from an action of a Railroad Local Union, or a Railroad Council, it must go to the International Vice-President in charge of railroad matters.

A copy of any appeal must be filed with the Local Union, or with the Railroad Council, as the case may be.

Sec. 14. No appeal for revocation of an assessment shall be recognized unless the member has first paid the assessment, which he can do under protest. When the assessment exceeds $25, payments of not less than $20 in monthly installments must be made. The appeal will be recognized after first payment is made.

Sec. 15. When a decision has been rendered by the International Vice-President it shall become effective immediately.

Sec. 16. No appeals from decision of the International Vice-President—or from the International President—or from the International Executive Council, shall be recognized unless the party or parties appealing have complied with the decision appealed from.

Sec. 17. Appeals to the International President and to the International Executive Council, and to Conventions—to be considered—must be taken within 30 days from date of decision appealed from. (Appeals to the International Executive Council and to Conventions must be filed with the International Secretary.) If no appeal is taken within 30 days from date any decision is rendered, such decision shall be considered final.

Sec. 18. Either party directly interested in a case may appeal.

Sec. 19. When appeal is taken above the International Vice-President, only the evidence submitted in the original case of appeal shall be considered.

In cases where parties claim they have new and important evidence affecting a case in which decision has been rendered, they may submit this within 30 days to the authority who rendered the first decision, with a request that the case be reopened. Such authority shall decide whether the matter submitted justifies reopening the case.

ARTICLE XXVIII.

Jurisdiction.

Sec. 1. The charter issued this organization by the American Federation of Labor states such was granted "for the purpose of a thorough organization of the trade."

There must be a systematized knowledge of the science of electricity. It requires a thorough understanding of the foundational or preparatory work to be performed. It is quite necessary therefore that the jurisdiction of the I. B. E. W. be recognized as one covering:

(a) The manufacture, assembling, construction, installation or erection, repair or maintenance of all materials, equipment, apparatus and appliances required in the production of electricity and its effects.

(b) The operation, inspection and supervision of primary electrical equipment, apparatus, appliances or devices by which the power known as electricity is generated, utilized and controlled.

Sec. 2. Electrical workers shall be organized under 4 general branches of the I. B. E. W., namely: Outside Electrical Workers — Inside Electrical Workers—Voice, Sound and Vision Transmission and Transference Electrical Workers—Railroad Electrical Workers. Mixed and Class "B" chartered local unions may be formed where necessary.

Sec. 3. Keeping in mind progress for the I. B. E. W.—and that all electrical work be done by its members—it is impractical to classify or divide jurisdiction of work in every detail between the various branches in this organization to meet all situations in all localities. Therefore, the classifications and divisions outlined below are necessarily of a general nature—and L. U.'s whose jurisdiction with other L. U.'s of the I. B. E. W.—or whose agreements—are harmonious and conducive to the progress of the I. B. E. W., shall not be disturbed. But when harmony and progress do not prevail—or when disputes arise—the I. P. shall determine what L. U. will do certain work or jobs, consistent with the progress and best interests of the I. B. E. W. in obtaining and controlling the work in question.

Outside Electrical Workers.

Sec. 4. These shall include:
Linemen, outside electrical inspectors, outside cable splicers, trimmers and maintenance men—aerial and underground cable men and combination trouble men working for distributing companies—load dispatchers, metermen, station attendants and switchboard operators in central lighting and power stations—telephone switchboard operators and trouble men working for distributing companies—fire and police operators, maintenance and battery men, signal men and electrical layout men—operators of electrical apparatus when generating, furnishing or supplying electricity—electrical rail grinders, foremen, groundmen and helpers.

They are to have jurisdiction over the following:

All electrical construction work outside of isolated plants and the property lines of any given property—but not electric signs—and not street electrical decorations, except when messenger or guy wire is necessary for support and when fed and controlled from the street.

Series arc lamps and wiring when fed and controlled from the street, and are the property of the distributing company—line work consisting of poles and towers, including wires or cables supported therefrom—all work necessary to the assembling, installation, e r e c t i o n, operation, maintenance, repair, control and inspection and supervision of all electrical apparatus, devices, wires, cables, supports, insulators, conductors, ducts, and raceways when part of distributing systems outside of buildings and railroads and outside the directly related property and yards. (But they are to install and maintain the catenary and trolley work on railroad property.)

The operation of switchboards and associated apparatus in central lighting and power stations of distributing companies—line work in public, private or amusement parks—and bonding of rails.

In cases where the distribution system makes entry into private property, yards or buildings, this jurisdiction shall end at the first partition or point of distribution therein.

Inside Electrical Workers.

Sec. 5. These shall include:

Wiremen, fixture men, crane men and crane repair men—signal men, load dispatchers, trouble men, switchboard operators and erectors—operators of electrical apparatus when generating, supplying or furnishing electricity for other than distributing companies—inside cable splicers, picture machine operators when the machines are used for educational or advertisement purposes other than theatrical — inspectors, shop men, bridge operators, crane operators, meter testers and installers—inside battery men, fire and burglar alarm installers and repair men, and marine electrical workers.

They shall have jurisdiction over the following:

All electrical signs—all street electrical decorations when no messenger or guy wire is necessary for support—installation, construction, inspection, operation, maintenance and repair of all electrical work in isolated plants and within property lines of any given property, beginning

at the first point of distribution therein, except line work consisting of poles and towers, including wires or cables supported therefrom.

Voice, Sound, Vision Transmission and Transference Electrical Workers.

Sec. 6. These shall include:

(a) Radio engineers, operators, installers, inspectors, maintenance and repair men engaged in the application of electricity to the transmission and transference of voice, sound and vision with ethereal aid. They shall have jurisdiction over the following work:

The installation, operation, inspection, maintenance and repair of radio, television, voice and sound production and reproduction apparatus and appliances by means of which electricity is applied in such transmission or transference production and reproduction of electrical effects.

(b) Male telephone workers employed by telephone companies and actually engaged in the inside construction, installation, maintenance and repair work associated with telegraph, telephones, dictaphones and all electrical apparatus made use of in the transmission, transference, production and reproduction of voice, sound and vision through metallic conductors.

They shall also have jurisdiction over the following:

Installing, maintaining, and repairing all telegraph, telephone, dictaphone and switchboard work beginning at the first point of distribution or the first terminal inside of buildings or property lines.

Railroad and Pullman Electrical Workers.

Sec. 7. Railroad and Pullman electrical workers are those employed by Railroad and Pullman companies, including wiremen, fixture men, armature winders, meter men, electrical inspectors, switchboard operators, generator, motor, and substation attendants, electric crane operators, cable splicers, signal men and signal maintainers, power, telephone and telegraph linemen and repairmen, ground men, electric rail grinders, rail bonders, electrical bridge operators, battery men and all electrical workers employed by Railroad and Pullman companies.

They shall have jurisdiction over all electrical work on the property of the Railroad and Pullman companies.

It being provided, however, that on any electrical construction or reconstruction work which requires more than six days for one man to perform, they shall receive wages and conditions equal to those prevailing in the locality in which

the work is being done and under no circumstances shall railroad electrical workers do any construction or reconstruction work where building trades mechanics are doing work in connection with the same.

ARTICLE XXIX.

Amendments to this Constitution.

Sec. 1. This Constitution and the rules herein can be amended in three ways:

(1.) By referendum, on petition of 5 L. U.'s, no 2 L. U.'s to be from the same state or province. Such proposed amendments, before being submitted by the I. S. for vote, must have the approval of the I. E. C. A vote on any proposal taken by referendum shall be returned to the I. S. by each L. U. voting within 60 days from date submitted. A majority of those voting shall be necessary to sustain such proposal. (L. U.'s may cast the vote of their members, if they so decide.) After receiving from the L. U.'s a record of votes cast for or against any proposal, the I. S. shall publish in the next issue of the official Journal a report of the exact votes for and against the proposed amendment. Amendments adopted by referendum shall become effective 30 days after adoption.

(2.) By the I. E. C., deeming a new law necessary, it may have the I. S. submit the same to the L. U.'s for vote.

(3.) By the majority vote represented at a regular session of the I. C. Amendments adopted by the I. C. shall become effective on the January 1st following the Convention.

Sec. 2. The I. P. shall appoint a Law Committee consisting of 11 delegates elected to the I. C. at least one from each I. E. C. District. These shall meet in the I. O. 15 days prior to the opening of the I. C. This committee shall consider all proposed amendments to be submitted to the I. C.—and the committee shall have a printed report ready for the first day's session of the I. C.

Only proposed amendments approved by L. U.'s —and recommendations of International Officers —shall be considered. All these must be submitted to the I. S. 30 days prior to the opening of the I. C.

The compensation of members of the Law Committee shall be $25 a day and reimbursement for actual expenses. This shall cease the day the I. C. opens.

Sec. 3. This Constitution was adopted at St. Louis, Mo., Nov. 1891. It was amended: Chicago, Ill., Nov. 1892; Cleveland, Ohio, Nov., 1893; Washington, D. C., Nov. 1895; Detroit,

Mich., Nov., 1897; Pittsburgh, Pa., Oct., 1899; St. Louis, Mo., Oct., 1901; Salt Lake City, Utah, Sept., 1903; Louisville, Ky., Sept. 1905; Chicago, Ill., Sept. and Oct. 1909; Rochester, N. Y., Sept., 1911; Boston, Mass., Sept., 1913—by referendum in Feb., 1916, and April, 1918, and in March, 1919. It was again amended at New Orleans, La., in Sept., 1919; St. Louis, Mo., Sept. and Oct., 1921; Montreal, Can., Aug. 1923; Seattle, Wash., Aug., 1925; Detroit, Mich., Aug., 1927; Miami, Fla., Sept. 1929—and by referendum in March, 1930. It was altered, amended and revised at Washington, D. C., in July, 1930; amended by referendum, April, 1931, March, 1933, March, 1935, July, 1935, March, 1937; December, 1940; and amended at St. Louis. Mo., Oct., 1941.

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ARTICLE I.

Name — Jurisdiction — Objects

Sec. 1. This organization shall be known as Local Union B-1169 of the International Brotherhood of Electrical Workers and shall have jurisdiction in the Controller Division of the Square D Company of Milwaukee, Wisconsin.

However, the right of the International Office to change this jurisdiction is recognized as provided in the IBEW Constitution.

Sec. 2. The objects of this Union shall be to promote by proper means the material and intellectual welfare of its members.

ARTICLE II.

Meetings.

Sec. 1. Regular meetings shall be held on the 2nd and 4th Fridays of each month at 8 p. m.

Sec. 2. Special meetings of the Local Union may be called only by the Executive Board or the President. No business shall be transacted at such a meeting except that for which it is called. Notification of such meeting shall be posted on the bulletin boards at least 24 hours prior to such meeting.

Sec. 3. Any member failing to attend at least one regular meeting in each calendar month shall be assessed 50c for each such failure, unless excused by the Executive Board.

Any member failing to attend a special meeting shall be assessed $2, unless excused by the Executive Board.

Sec. 4. To be admitted to a meeting of the Local Union, a member must show his quarterly working card.

No foremen shall be admitted to a meeting.

ARTICLE III.

Officers and Duties.

Sec. 1. The officers shall be those provided for in Article XIX of the IBEW Constitution.

Sec. 2. The Executive Board shall consist of the President and 6 elected members.

Sec. 3. The officers shall perform such duties as are stated in Article XX of the Constitution. In addition thereto, they shall perform such other duties as are outlined in these by-laws—also such duties as may be assigned to them by the Local Union and which are not in conflict with the Constitution and these by-laws.

Sec. 4. Failure of officers to perform their duties—and the suspension or removal of any officer—and the filling of any vacancies—shall be dealt with as provided in Article XIX, Sections 15, 16 and 17 of the Constitution.

Sec. 5. **PRESIDENT.**

His duties are stated in Article XX, Section 1, of the Constitution—and in these by-laws.

He shall attend all arbitration and Executive Board meetings. He shall see that the amount of bonds on the Financial Secretary and the Treasurer are sufficient to protect the Local Union against any loss.

Sec. 6. **VICE-PRESIDENT.**

His duties are stated in Article XX, Section 2, of the Constitution—and in these by-laws.

Sec. 7. **RECORDING SECRETARY.**

His duties are stated in Article XX, Section 3, of the Constitution—and in these by-laws.

He shall record attendance of members at all meetings and notify absentees of assessments made as per Article II, Section 3, of these by-laws.

Sec. 8. **FINANCIAL SECRETARY.**

His duties are stated in Article XX, Section 4 and 6, of the Constitution—and in these by-laws.

He shall be bonded through the International Office for not less than $500. Premiums on such bond shall be paid by the Local Union.

He shall give a financial report at the first meeting after each quarter.

He shall furnish to the Executive Board at the Board's first meeting of each quarter a complete list of delinquent, suspended or expelled members.

He shall issue all working cards.

He shall have the seal of the Local Union and affix such to all receipts and documents.

If a member becomes deliquent the Financial Secretary shall report same at the next Executive Board Meeting.

Sec. 9. **TREASURER.**

His duties are stated in Article XX, Section 7, of the Constitution—and in these by-laws.

He shall be bonded through the International Office for not less than $500. Premiums on such bond shall be paid by the Local Union.

Sec. 10. **EXECUTIVE BOARD.**

The duties of this Board are outlined in Article XX—Sections 9 to 14 inclusive—of the Constitution —and in these by-laws.

The Board shall meet immediately prior to each regular meeting.

The Board shall investigate and pass upon all applications for membership. It shall also investigate and pass upon all traveling cards—but only in full accord with Article XXVI of the Constitution.

The Board shall elect its own chairman and secreary.

The Board shall meet at such places as it decides.

When a strike or lock-out occurs, the Board shall take full charge until the Local Union elects a strike committee.

The Board shall pass upon all bills before such are presented to the Local Union, except regular or standing bills such as rent, salaries and payments due the International Office as provided in Article XX, Section 1, paragraph 7, and Article XX, Section 7, of the Constitution.

Special meetings of the Board may be called by its chairman or the President.

The Board shall be the Arbitration Board of the Local Union.

ARTICLE IV.

Nominations and Elections.

Sec. 1. Nominations shall be held at the first regular meeting in June, 1940, and every two years thereafter. Elections shall be held at a special

meeting to be called on the last Saturday in June, 1940, and every two years thereafter. Nominations and elections shall be held in accord with Article XIX, Sections 10, 11, 12, 13 and 14 of the Constitution.

Sec. 2. No member shall be eligible for any office unless he has been a member in continuous good standing at least two years in this Local Union prior to nominations.

Sec. 3. An Election Board of one judge and 3 tellers to conduct the election shall be elected immediately after nominations are closed. The member securing the highest number of votes shall be the judge. No candidate for office shall serve on this Board. A member must have the same qualifications to be a judge or teller as is required of an officer.

Sec. 4. The Recording Secretary shall furnish the Election Board a list of nominees and offices to be filled.

Sec. 5. The names of all candidates shall be placed in alphabetical order under the office for which they are candidates on the official ballot.

Sec. 6. The Election Board shall provide a suitable and convenient hall for election.

Sec. 7. All elections shall be conducted by secret ballot.

Sec. 8. All voting shall be done on official ballots.

Sec. 9. All members' working cards shall be stamped "voted" upon receipt of the ballot.

Sec. 10. The polls shall be open from 1 p. m. to 5 p. m.

Sec. 11. The elections shall be decided for the candidates receiving the most votes.

Sec. 12. The Election Board shall be on duty from opening to closing of the polls. It shall see that, after a member has voted, he shall immediately leave the room where election is being held.

Sec. 13. The Election Board shall be furnished by the Financial Secretary with an alphabetical list of all members entitled to vote, 24 hours before the polls open.

Sec. 14. The Financial Secretary shall be at the polls with the books while the polls are open.

Sec. 15. Any dispute shall be left to the Election Board and their ruling shall be final—except in cases where there is ground for suspicion of fraud, when the matter shall be brought before the Local Union for disposition.

Sec. 16. The Election Board shall report the results of the election at the next regular meeting following the election.

ARTICLE V.

Salaries.

Salaries shall be:

President (including services on Executive Board	$ 5.00 a month
Vice-President	2.00 a month
Recording Secretary	5.00 a month
Financial Secretary	20.00 a month
Treasurer	2.50 a month
Executive Board Members	2.50 a month
Stewards	1.25 a month
Trades Council Delegates	1.00 a month
Chairman, Executive Board	3.00 a month

ARTICLE VI.

Committees and Delegates

Sec. 1. All committees and delegates to Central Bodies shall be appointed by the President in accord with Article XX, Section 1 (paragraph 4 and 5) of the Constitution.

Sec. 2. Delegates shall attend all meetings of such bodies to which they have been appointed and see that the Local Union's interests are fully protected. They shall report the proceedings of such meetings to the Local Union.

ARTICLE VII.

Stewards.

Sec. 1. Stewards shall be appointed by—may be removed by—and shall be subject to the authority of the President.

Sec. 2. Duties of the Stewards shall be:

To have a copy of the Constitution, by-laws, working rules and agreement with them at all times.
To see that all journeymen and apprentices working in any shop or on any job have paid-up dues cards or permits of the Union.
To see that no trade nor workmen encroach on the jurisdiction of this Union.
To report to the President any violations of our laws, rules or agreements.

To see that all overtime on any job is equally and impartially allotted to all members working on such job, as far as practical.

Sec. 3. No member holding a position as superintendent or foreman shall be made a Steward.

ARTICLE VIII.

Admission Fees.

Sec. 1. The admission fees shall be:

Foremen	$125.00
(This shall not apply to those admitted prior to March 1, 1940—such foremen being admitted for the regular fee of $3.00.)	
Other than Foremen	$ 3.00

Approval of these admission fees is given by the International Office with the understanding that, should it later be found conditions in the jurisdiction of this Local Union do not justify such fees, then the International will be free to change the amounts.

Sec. 2. All applications for membership must be accompanied by the full admission fee.

ARTICLE IX.

Dues and Assessments.

Sec. 1. The monthly dues shall be $1.25. (See Article XXI, Section 3, of the Constitution.)

Sec. 2. Dues are payable monthly in advance.

Sec. 3. When a member's working card has expired he, at once, stands suspended without notice from all union benefits.

Sec. 4. Members, when being laid off, must pay their dues up to date. Unemployed members must report at one regular meeting each month and sign a record sheet held by the Financial Secretary in order to maintain good standing. Unemployed members failing to report shall be dealt with as provided in Article XXIV, Section 3, of the IBEW Constitution.

Sec. 5. It shall require **only** a majority vote of the members present to levy local assessments—except as otherwise provided in these by-laws and in the Constitution. No notice to members is necessary when action on any assessment is pending. (This in accord with Article XXI, Section 4—page 34—of the Constitution).

Sec. 6. All assessments imposed shall be charged against the member as regular dues and must be paid within the time required to protect the member's standing and benefits. Such assessments must be paid before dues are to be accepted.

ARTICLE X.

Funds.

Sec. 1. The funds of this Union are for the legitimate expenses required in its conduct and maintenance and shall not be diverted therefrom. No disbursements shall be made except in strict ac-

cord with Article XVII, Section 19—and Article XXI, Sections 5, 6 and 7—of the Constitution.

Sec. 2. No money shall be loaned to anyone from the funds of this Local Union.

ARTICLE XI.

Admission of Members.

Sec. 1. Qualifications and admission of members shall be in accord with Article XXI and XXIII of the International Constitution.

Sec. 2. Traveling cards shall be dealt with in accord with Article XXVI of the Constitution.

ARTICLE XII.

General Laws.

Sec. 1. Any member violating any part of the Constitution of the IBEW—or any part of these by-laws—or any agreement of this Union—or the working rules—shall be dealt with by the Executive Board as stated in the Constitution and in these by-laws. When there is no definite penalty stated, the member shall be punished in such manner as decided upon by the Executive Board.

Sec. 2. Any member who fails to appear before the Executive Board at the time set, when ordered to do so by any officer or representative of this Union—and who fails to file or send a satisfactory excuse—shall be subject to such penalty as decided by the Board

Sec. 3. Each member shall keep the Financial Secretary informed of his correct address.

Sec. 4. Any member must respond to call from the strike committee. Any member refusing to do so shall be dealt with by the Executive Board.

Any member violating the by-laws, working rules, or working agreement of this Union shall be deemed guilty of an offense and shall be assessed not less than $10.

Sec. 5. Any member having knowledge of another member violating the by-laws, working rules or working agreement of this Local Union who does not immediately report this to the Executive Board shall be deemed guilty of an offense against the Local Union and shall be assessed not less than $10.

Sec. 6. All charges shall be made and all trials shall be conducted only in accordance with the provisions of Article XXVIII of the Constitution.

Sec. 7. For enactment as a by-law of IBEW, B-1169, that said Union shall not appropriate, donate or give, more than $10.00 at one time, to any member, officer or non-member or organization for services, real or alleged, except for recreational activities and that salaries, duly authorized herein before shall not be affected by this measure.

Sec. 8. The parlimentary rules of this Local Union shall be those stated on page 25 of the International Constitution.

Sec. 9. The Constitution of the International Brotherhood of Electrical Workers is hereby made a part of these by-laws. Where there is any doubt about any section or part of these by-laws—or where such might appear to be in conflict with the Constitution—then the Constitution shall control and be the law which must be followed.

ARTICLE XIII.

Amendments.

Sec. 1. These by-laws become effective upon approval by the International Office.

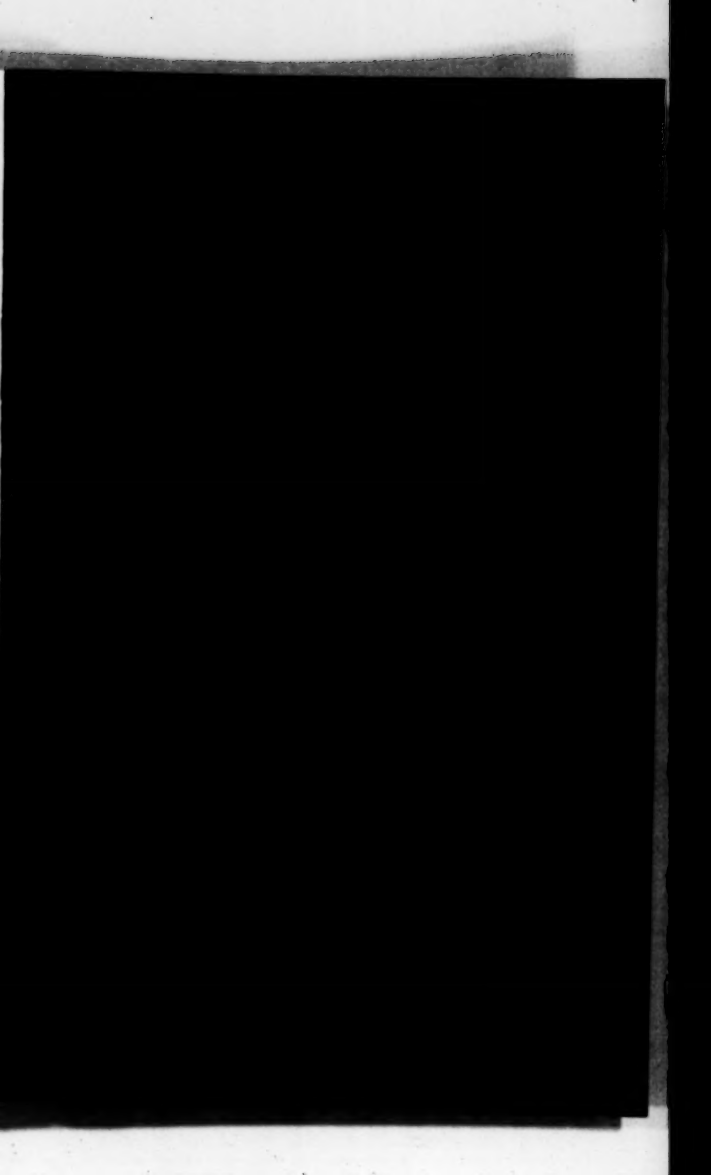
Sec. 2. These by-laws may be amended or changed by any such proposal being submitted in writing and read at two regular meetings of the Local Union and adopted at the 2d meeting by a majority vote of the members voting.

Sec. 3. No amendments or changes shall become effective until approved by the International Office in accord with the Constitution.

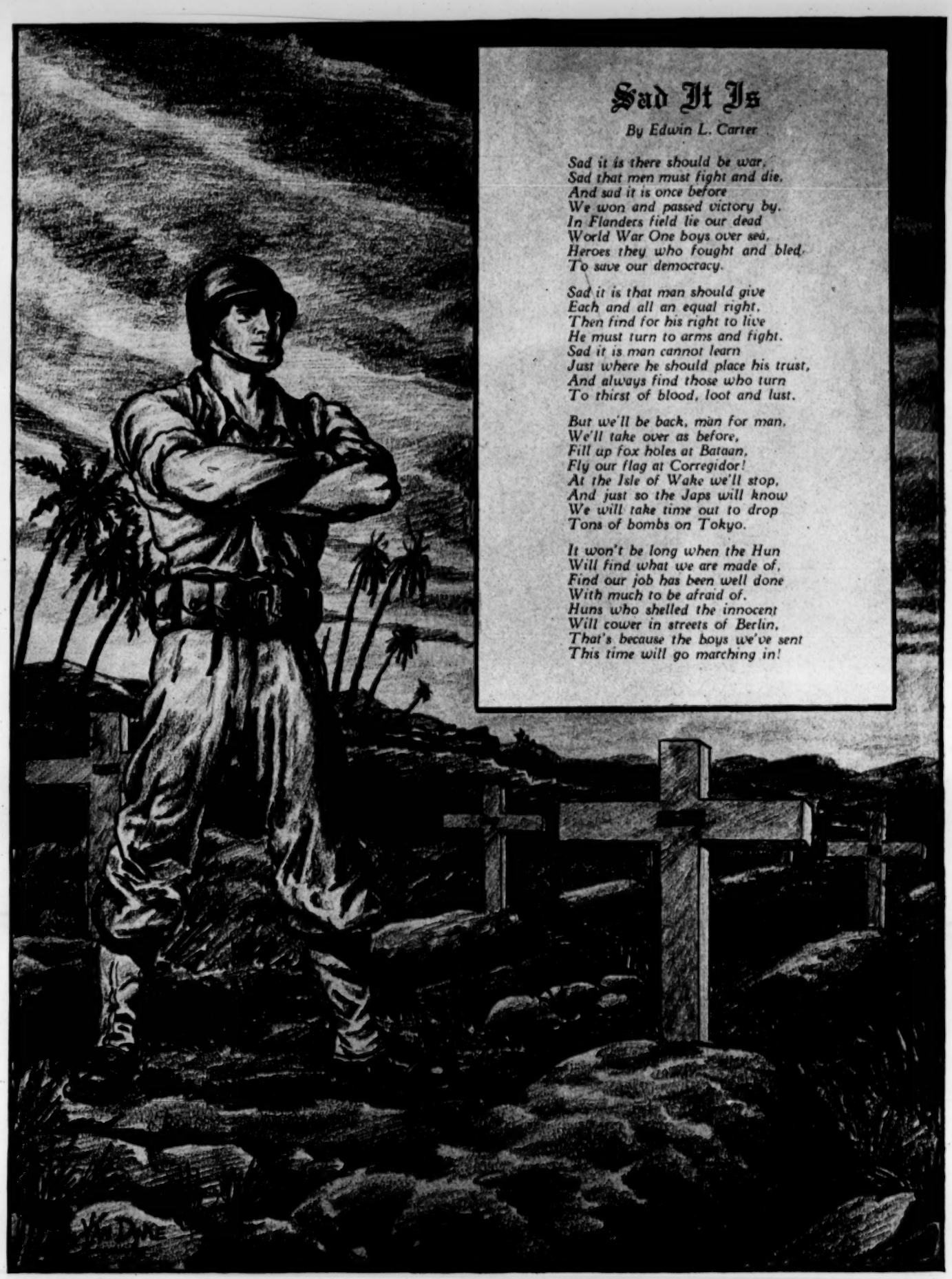
Approved — June 24, 1940

D. W. TRACY,

International President.



CONTROLLER



Sad It Is

By Edwin L. Carter

Sad it is there should be war,
Sad that men must fight and die.
And sad it is once before
We won and passed victory by.
In Flanders field lie our dead
World War One boys over sea.
Heroes they who fought and bled.
To save our democracy.

Sad it is that man should give
Each and all an equal right,
Then find for his right to live
He must turn to arms and fight.
Sad it is man cannot learn
Just where he should place his trust,
And always find those who turn
To thirst of blood, loot and lust.

But we'll be back, man for man,
We'll take over as before,
Fill up fox holes at Bataan,
Fly our flag at Corregidor!
At the Isle of Wake we'll stop,
And just so the Japs will know
We will take time out to drop
Tons of bombs on Tokyo.

It won't be long when the Hun
Will find what we are made of,
Find our job has been well done
With much to be afraid of.
Huns who shelled the innocent
Will cower in streets of Berlin,
That's because the boys we've sent
This time will go marching in!

The CONTROLLER

SQUARE D COMPANY
MILWAUKEE, WISCONSIN

Vol. 2, No. 4 — May, 1944

CH. & EX. BD. MEMBER EX. BD.

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EDWIN CARTER · JOE ZAMSKY · FRANK GUSZKOWSKI · ART HARDER · BETTY NELSON · DAN KURITZ · ED. BORK

RED CROSS

Help save a life by donating your blood! This has been our plea in every edition of the Controller since it came into existence. March 25th was proclaimed Square D Day at the Blood Donation Center and forty out of one thousand employees turned out, which is a very small percentage indeed. Is one pint of your blood so much to ask for when we consider the big part it plays on our fields of battle? Should it be necessary for us to be always boosted and prompted to take care of this comparatively small but important matter? It's a condition which does, but should not prevail. These words are not aimed at those who have gone all out to do their part, but at those who have through sheer negligence avoided this privilege. Yes, it's a privilege to donate your blood and save a life, and unpatriotic not to. We want to excel in everything, so what do you say, it's give all we can, not only to make the boys who shed their blood and more, proud of us, but also ourselves and Square D Company. It would be a satisfaction to yourself to be able to say "I gave my blood and perhaps saved a life" . . . rather than "I meant to, but didn't have the time," or "I forgot about it completely." Let's make it a point and a goal. You don't have to have a Square D Day, go down on your own. All you need is the initiative. They bleed for us out there, let's bleed for them here.

★ ★ ★

GLOOM O GRAM

When it comes to paying alimony, many a beautiful flower of womanhood becomes a thorn in a man's side.

MEMORIAL DAY

We honor our war dead again his year on Memorial Day. Small words for a tribute to those who gave their lives that we might live in freedom and justice . . . small words for those who have left families, sweethearts, and all that is dear to them, to lay down their lives for this great country. No tribute great enough can be given to these men by anyone here today. Their tribute must come from the Someone who is higher up. Of course we, in our humble way, shall endeavor to pay our highest possible tribute to those brave souls, whose deeds shall go down in history.

In World War One our dead were immortalized in Flander's Field. In this great struggle we have Flander's Fields in all parts of the world.

They shall not have died in vain! Our way of life has been defended time and again throughout the history of our nation, and many lives have been given to preserve the fundamentals our forefathers initiated a hundred and sixty-eight years ago.

The important thing for us is to help in every way possible to make the war end in a hurry. Anything we can do to speed the necessary articles of war to the fighting fronts will help keep our war dead at a minimum. Buying war bonds is one important way to help our country win the war. During the month of June, the Fifth War Loan Drive will be on. Let's do our part here at Square D. Donating blood is another way to help out the boys at the front.

If we do our part in the war, no better tribute can be given to those who gave their lives.



MAY

Merry is the month of May,
The birds all bill and coo,
And nice words young men say
To the girls they pursue.
There's something in courtships,
Something about the way
That young men find the lips
Of girls they court in May.

Merry is the month of May,
Festivals and dancing,
Happiness night and day
For young folks romancing.
Pleasant is the twilight
As daylight fades away,
And the moon twice as bright,
In the merry month of May.

★ ★ ★



The Unholy Three "Two Shots and a Beer."

SQUARE D A.A. BEGINS SOCIAL WHIRL

DANCE CONTESTS, AMATEUR SHOW, AND RAFFLE WERE FEATURED HIGHLIGHTS

WITH an extensive athletic program well under way, the Square D Athletic Association has turned its attention to the introduction of a social program which would be for the enjoyment of both the young and old.

On the evening of May 6th, the Association played host to its members and their guests at a dance which was held in the Aerie Room of the Eagles' Club. Promptly at 8:30 P. M. as Eddie De Vere brought down his baton, the orchestra swung into a smooth rhythm to officially open the dance. The gay blades and belles, representing the elite of the Square D society, soon found that they could not resist the tempting and tantalizing rhythms of Eddie De Vere's melodies. For one hour, Eddie De Vere and company gave an enthusiastic crowd all that could be desired in the way of dance music.

Promptly at 9:30 P. M. the young and old were brought out on the floor to compete for the title of king and queen of the art of true dancing, known as the waltz. It was soon proven, after one and another of the couples were eliminated, that the beauty and simplicity of the waltz can only be mastered by our elders. To prove this our first prize winners of the contest were Mr. and Mrs. Ted Janzen. Second prize went to Miss Eunice Fish and Mr. Lee Pittenger.

During the intermission, which next followed, the raffle was held and the winners announced. The outstanding prize of the evening, a book of baseball tickets to the Brewers' games, was won by Esther Kotecki. Gift certificates were won by the following: Fred Trampe, Leona Duszynski, Roy Curry, Edwin Johnson, Norma Berger, Dorothy Brefka, Jordon Puetz, Virginia Cvejdlik, Cathlaine Whitney, Charles Bowers, Josephine Tarantino, Henry Delgoff, Geraldine Regner, Steve Masarek, Gordon Court, Peter Howley, Ted Schmitt, John Hubbard, Jerry Burkwald, Fred Timm, William Darge, Edward Latus, and Earl Thompson.

At the conclusion of the raffle, the orchestra gave forth with more of its rhythms. Next followed a hey-day for the younger group. Jive held sway. THE JITTER-BUG CONTEST WAS ON! Ted Bugiel and Ann Moresco promptly swung into their stride and soon eliminated all competition; the three or four other odd couples on the floor soon realized that they were privileged to witness the art of a couple of masters. Ted and Ann were so much in the groove that they not only won first prize, but second as well because the other contestants felt their efforts were futile and withdrew before the finish.

By this time those of the hardier set felt the need for a bit of beverage and many were observed making frequent trips to and from the cocktail lounge.

With the blare of bugles and the roll of drums the Amateur program got under way.

As the footlights were lowered and the soft, silvery beam of the spotlight hit the stage, Marge Graap bowed with the majesty of a queen, to a hushed audience. The first act of a program which held the audience spellbound was about to begin. Marge approached the massive concert piano with an air of confidence. Her nimble fingers flew across the keys as she played "Stardust," "The World Is Waiting for the Sunrise," "Margie," and "Don't Sweetheart Me." Next, a picture of beauty and grace, Julia Klimowiz, kept the wolves drooling as she sang "Gia Nia Mia," and layed them in the aisle with "Alice Blue Gown" for an encore.

Dramatics were not neglected as one of the season's most dramatic plays, "The Lamp Went Out," directed by Lois Trampe, and featuring such renowned actresses as Jean Recla, Janice Trampe, Jean Westfahl, Jeannette Marquardt and Virginia Mueller, was presented to a first-nighter packed house. As the play ended, audience and critics alike rose to their feet in acclaim.

Then the last word in loveliness, Eunice Esser, sang "Embrace Me." It was necessary to call a short intermission to get the males back in their seats.

For jive and romance we featured Jean Alonso, who sang "Jenny Made Her Mind Up" and "Besame Mucho." Again it was necessary to have a short intermission to get the wolves who were crawling on the floor back to their seats.

A new little lady in our midst, Rose Anderson, threw plenty of pep into the program with her harmonica, playing "There's a Star Spangled Banner Waving Somewhere," and "My Little Girl."

A lovely duo consisting of Virginia Ignaszak and Dolores Gauag harmonized beautifully in singing "For Me and My Gal," "When You Wore a Tulip," and "Put Your Arms Around Me Honey." Their singing was one of the highlights of the evening. Old and young alike called for more and more.



Square D swings it.



Pa and Ma Janzen show us how.

The master of the accordion, Dick Talatzko, played "When Day Is Done," and "The Clarinet Polka." Dick's music pleased the entire gathering, and was well received.

As the amateur program was drawing to its close, Dan Kuritz stepped to the microphone with a choice and unexpected bit of news.

"I'd like to announce at this time that with the permission and due to the courtesy of the Town and Country Club, the Athletic Association is now privileged to present to all of us an act direct from Hollywood and Radio City.

"In appreciation, let's give them a rousing round of applause."

At these words, those present sat up with note and burst into applause.

Imagine their chagrin and dismay when, instead of an act of renown, who staggered out but two apparently inebriated individuals, one in a disarranged tux and a wolfish looking creature in a down-and-out version of a zoot suit. After staggering up to the microphone and floundering about with a little brown jug of liquid spirits they were finally able to anchor themselves to the microphone.

At this point (catcalls and boos having subsided) a smooth siren, attired in a glistening black clinging gown and twirling a parasol as she jounced out into the hall, approached the two lubricated individuals with a "come up and see me some time" flare.

Followed such carryings-on as can only be witnessed in the wee hours of the morning. It might be noted that the little brown jug was being desperately drained of its stimulating contents by the unholy three.

Amidst amorous exhibitions, the said three (aptly titled "Two Shots and a Beer") sang two songs of yore, ending with an appropriate "Sweet Adeline." Did we say, sing? . . . Well! May Caruso rest in his grave. Their harmony was such as has never before been executed!! EXECUTED!!! The gent in the zoot suit must have used sand and gravel for a throat spray.

At the conclusion, the odd gent with the brown jug attempted to put his arm around the siren and in so doing the awful happened. The fair damsel turned out to be no damsel at all: rather, a fellow with a scraggly wig.

At that point, amid the jeers of the crowd, the Two Shots and a Beer, namely George, Bob and Scoop, crawled off to seek shelter in a dark corner. So much for the horror show!!



Ted and Ann take off.

After this unfortunate blot on an otherwise perfect evening the judging of the amateur contest was held.

The winners were as follows:

1st prize—Virginia Ignazak and Dolores Gauag.

2nd prize—Jean Alonso.

3rd prize—Jeanette Marquardt, Lois Trampe, Janice Trampe, Jean Recla, Jean Westfahl and Virginia Mueller.

4th prize—"Two Shots and a Beer"

5th prize—Julia Klimowiz.



Picking the winners.

Following the amateur contest, Eddie De Vere and his band once more took over and his melodies reigned supreme. More noticeable now were the trips to the Cocktail Lounge as the evening moved on. From that moment forward until the conclusion of the dance joy held sway over all.

When the mists had cleared away and the last few straggling night owls had taken their reluctant departure, the Eagles' Club settled down to a much needed rest.

Concerning the dance, we must say, "A job well done. More power to you in your new ventures."

Concerning the Athletic Association and its officers responsible for the success of their first social venture, we must say, "A job well done!"

Let's all back the Square D Athletic Association 100%.



First prize winners.

Live Wires



Gremlin Club

Ten o'clock seems to be lunch time in the office every day and if you keep your eyes peeled you'll catch them in the act . . . digging into their lunch bags on the sly thinking they're getting away with something. Imagine Laverne's surprise when one moring she dug into her bag and came out with a handful of peanuts. Did you really take the wrong bag from home or did you intend to feed the monkeys?

Wolves on the loose, beware! There's a wolfess with a Southern (?) accent running around without a leash. Regardless of how experienced you guys are, when she starts throwing that Southern fried chicken, Virginia ham, a few Magnolia blossoms, and a couple of Georgia peaches around, you'd better pull in your tails and run . . . and if you don't like her lingo you'll hear her say, "If you all don't like mah peaches why do you all shake mah tree?"

Perhaps this will help you recall an all-afternoon rush to the ladies room recently. For your information, that was the parade of the cigar smokers' brigade and their faces ranged in color from a very pale lavender to a moldy green . . . ah, I love those pastel shades! One day not so long ago one of our popular men-about-the-office approached me with this query. "Say," says he, "Who's the pert little lassie who gets a ride to work in a blue car up Third Street every morning?" "Sh sh, that's Umbriago," says I. "That ain't the way I heard it, but what I don't get though, is if she gets a ride to work, how does 'Lassie come Home'?"

Well, the bowling season has ended once again and that last night was the bowlers' night to howl. . . . I should know, I was there. Very much against my will I was forced to play the role of the Barefoot Boy. I didn't mind that much but when they figured I'd make a better Gypsy Rose Lee, I just passed out of the picture. May the next season be another howling success.

The subject of burns should turn out to be an interesting subject . . . particularly if the burn is in the right place. Burns from heat: Take Jean for example, she wasn't playing with fire but when she dressed in front of a heater one cold morning and bent in the wrong direction, believe me, she unbent in a hurry. Floor burns: I think mine was a beautiful specimen. . . . It happened because I was wearing shorts at baseball practice. To ease your minds a little, I can once again sit comfortably without giving myself a hot seat.

Sight of the month: It was Children's Day at the office when Betty asked me to come down to her end of the office to get a load of something. . . . There, in Elmer's chair, sat Mr. Nelson busy at play with Elmer's baby.

Highlights of the bowling banquet: "Roll them bones Scoop" with a box of dice that just wouldn't roll his way. Frances at the slot machines with the cry of revenge on her lips. A group of men who are more amused by a deck of cards than beautiful women. And last but not least, Jean Alonso and Dan O'Connell, the best looking couple in the joint.



THOSE WHO SERVE!

Those who so faithfully and patiently listen all day to "whaddya got ta eat," and "a bottle of Seven Up, please," with never a word of complaint deem an honored spot in our paper. We'd like to express our appreciation personally, but the irony of it is that the "No Loitering" sign is so peacefully perched above them.

So we take this opportunity to present the fair damsels who keep us broke every day at noon. From left to right, Mary Kryzanek, May Finnelly, Rose Markofski, Anna Peplinski, and Clarice (Grandma) Cisewski.



UP THE WOLF RIVER

Joe Miller and Ray Achatz of Gr.5 went out on a fishing trip up the Wolf River with a few friends and came back with seven nice Walleyes weighing from 1¾ to 3¼ pounds.

The boys used the rough and ready method of camping out even though they had seen eight foot snow banks along the way.

★ ★ ★

WHO'S WHO

Has anyone seen the new tapper in 2B? My what a silly question. Too bad boys, she's married.

The little man who isn't here is in the Navy—your former writer of this column, Roland Lombard. Good Luck, Fellow.

For that last minute get-up in tasty sandwiches and other edibles, see Martha Moore in Punch Press Dept.

Sacky says that one of these days he is going to let down his hair. What hair?

Pancho says, "The trouble with cemeteries is that too many people are dying to get into them."

Jack Connell still insists that an organ grinder does not belong in with the rest of the grinders in the Machine Shop.

Believe it or not one morning Ray combed his hair with an egg beater.

Ollie the Deacon of Gr. 6 believes the people are divided into two classes, some are happy and some are married.

Steve and Ole of Raw Material Dept. are thinking of handling Raw Onions and Carrots. They want to be alone.

LACE AND SLACKS

There's a shortage of lace and the slacks are wearing thin at the knees . . . so don't expect too much this month, after all there's a war on.

Don Davis has taken a leave of absence from the shop to spend the summer in sunny California.

Hank Grade (grade A) surprised us all by leaving for the Navy. Looks like Great Lakes has acquired a new butter and egg man and Square D is minus one.

And what about the bowling party at the Cedars? Numerous reports came from there. Among them: that Scoop took a ride in a dice game; that George Pasdirtz was shy because of his partially GI head and didn't go. P.S. I hear everybody had a good time.

Ida Jacobs has gone "Deep In the Heart of Texas" to see her fiance. . . . As long as they don't go "South of the Border," it's o.k.

Don Larsen of the U. S. Navy visited the shop on his recent liberty and Little Bobby, also of the U.S.N., came in to show off his new coiffure.

Speaking of going GI . . . Dan Stange has formed a new Coast Patrol down on the Lake Front. However, I heard that the Coast Guards don't approve of having competition.

Frank Melcarek saunters in to the nurse ever so often for pamphlets. . . . I guess he is studying up on the facts.

Jersey Regner has been coming in kinda "fagged" too lately. Her husband is home from Canada and they're taking in the points of interest. Usually on top of a bar stool.

Jeanette Norman wants some information on what to do (besides fish) when your husband comes home on furlough.

I guess everyone saw the little girl that went around the corner in group 5 on all fours. She should either sign up with the baseball team or get a pair of roller skates. A bottle of liniment would do too.

From all reports Helen Repp is doing o.k. She has become engaged and there are rumors of a wedding in July.

So long for now.

FROM OUR DUSTY ALBUM



The above picture was not taken in a penal institution; its purpose here is to show the heights these heroes of 1930 have risen to in 1944.

We will not endeavor to name these hard working gents in the order they appear; it will suffice just to say fifteen are still employed with us, you pick them out.

As the years have rolled by the forms and faces of many have changed, but not their hearts. Each now in his own way is doing his part to bring this present conflict in which we are engaged to end in a glorious victory.

May you all keep up the grand work you have so faithfully done these past fourteen years.

Professor Grumblegutz

Problem:

Dear Professor:

I am writing you as a last resort. I am troubled with continuous headaches and doctors have been unable to find out why. I don't smoke, don't drink liquor, and don't go out with girls. Can you offer any suggestion as to why my head aches?

Delbert.

Solution:

Dear Delbert:

The reason your head aches is that your halo is too tight.

The Professor.

Problem:

Dear Professor:

Every noon three of us engage ourselves in a friendly game of hearts (card game) in the Experimental Laboratory. One of the boys from the Test Room whom we have nicknamed "The Curse" comes in and kibitzes. He walks behind us, looking at our hands and making remarks such as, "Boy, are you going to get your 'spitz' knocked off." In all sorts of manners he indicates who has a bad hand. What can I do about it?

Elmer.

Solution:

Dear Elmer:

Do what you'd like to do. No jury would convict you.

The Professor.

★ ★ ★



Johnny came marching home one day and was welcomed by this handsome group from the office. Pictured from left to right, front row, are Don Pacey, Johnny Susnick, and Eleanore Sorenson. Middle row, Frances Bauer, Joyce Seybold, and Lloyd Burke. Back row, Jean Westfahl, Doris Kengot, Virginia Buchheit, and Lois Trampe. Virginia Mueller, being the shy type, snapped the picture.

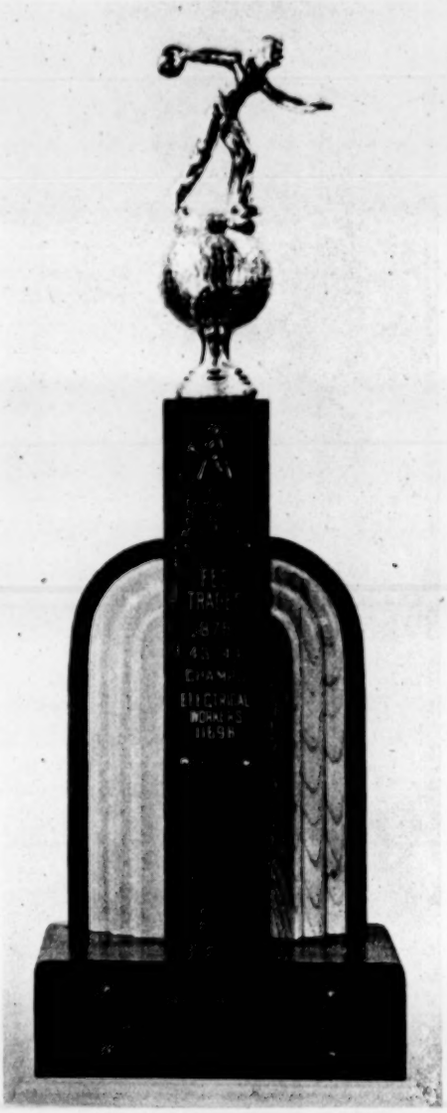
Sports

B-1169 WIN TITLE!

CAPTURE FEDERATED TRADES CHAMPIONSHIP

Coming back after a temporary slump the B-1169 bowling team staged a comeback in time to win the league championship.

Winning three games from the Building Service Employees, the boys put on a strike exhibition that almost equalled the feat at the State Tournament. The boys worked well as a team, setting up a new record high three of 2923 and also 1050 single high game.



Joe Duran, the most improved bowler on the team, was within a stone's throw of knocking off the individual high three, shooting 653 on games of 184 - 245 - 224. In my opinion Joe has been responsible for the team's position in the league, coming in at 147 average and finishing with a sparkling 179.

Clem (Sparky) Rakowski had little trouble with a flat ball but remedied this by purchasing a new ball which proved all right. Sparky led the team with a 181 average.

Capt. John Luczak, formerly of gr. 6 who now is behind the controls of a street car, has been a great help to the team finishing with a 180 average.

Al Jeske and Harry (Dugan) Lesniewski did not have too much luck at the Eagles but came back in time to put on a good finish.

Casey Martinski, who has helped the team on the last lap of the season, seems to have been the team's good luck charm.

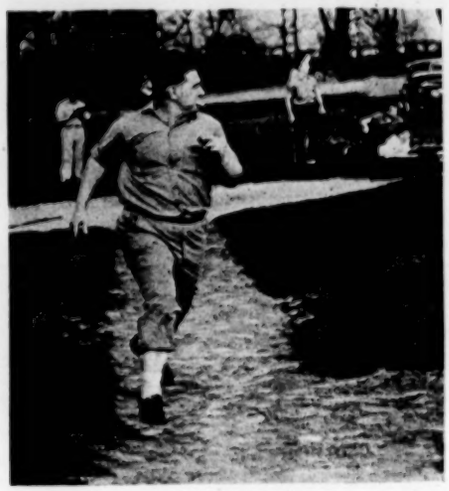
With a two game lead, the team went into the last night full of determination to win. Beating the Engineers Local No. 311 the first game, again shooting 1002 game and completely demoralizing their opponents, they came through with another win to cinch the title.

The team has had a perfect season. Setting up a 2955 series in the Junior Division of the State Tournament and copping individual and team positions in the Federated Trades league means a few well deserved trophies for their sponsors, the B-1169 Shop Union.

Batter Up

Sore arms, twisted ankles and charlie horses are definite indications that spring and softball season are at the plant of Square D Co.

Dan O'Connell has done a swell job of organizing an eight team softball league. In a few respects the league of this year differs from last because it is an affiliated league. By this we mean that we are an independent league playing under the jurisdiction of the Muni Recreation department. They make up the schedules, furnish the umpires, handle all protests and cancel all games because of weather conditions.



For this service we are paying $120 a year. This cost can be cut down one-third if we do not have any forfeits throughout the playing season. The penalty for a forfeit is $5 a team involved.

Every man must be registered with the Recreational department not later than the Friday before the game, otherwise he will be ineligible to play and using him would result in a forfeiture. A team of not less than eight men failing to appear for a scheduled game would be another reason for a forfeit.

The teams and departments represented are as follows: Group 5 Assemblers, captained by Casey Martinski. Buckeyes also of group 5 by Ray Sell; Punch Press by Dan O'Connell; Cabinet Shop by Harry Czysh; Machine Shop by Clem Rakowski; Shipping Room by Erich Schallhorn; Stock Chasers by Hugo Reitter, and Office by Fred Farner.

Up to date there have been several practice games played but the writer for reasons of his own feels it is best not to give the results of these games.

I am looking for Group 5 to repeat again this year with Machine Shop, Office, Punch Press and Shipping finishing in this respective order.

WHO'S THE WINNER

On this page you will find pictures of expert ping pong players in action. This genteel game, once connected with drawing rooms and pink lace, has rapidly developed into a high degree of mayhem. A casual bystander, if standing too close, will be blocked out and deposited on his consensus of opinion as surely as if he were a defending end on a football team. Yea, verily, those boys play for keeps.



If you will examine Earl Taylor's expression, you will note the tigerish look of satisfaction as he smashes the innocent little ball cross court for a kill. Ha! So he thinks, but the nimble and equally ferocious Win Olin on the opposing side smashes it back, much to the surprise and consternation of Earl. Harry Huntsinger stands there and marvels at the amazing prowess of Earl, and the unexpected return of Win's sets him back veritably on his rundown heels. In a flash he recovers and dribbles it over the net. Van with a deft twist of the wrist stabs it back and the fight goes merrily on.



Shuffling over to the next table we find four super-animated pongers in the throes of a death struggle. It's deuce point and the collars are getting awfully tight. Dan Kuritz takes a mighty swipe at the elusive pill and (censored) he misses the ball completely. His partner, Al Schaefer, glares at him and between grumbles he wipes the dew off. The point goes to Martin and Wilhelm. They lick their chops and leer confidently back, waiting for the kill. Dan serves and Art, in his eagerness, knocks one into the bleachers. It's deuce again. My god, is this game never gonna end?

And so, my good readers, the finish of the battle is left to your imagination.

As the weary and battle scarred warriors leave the field, the winner always turns out to be the laundry.

SHIPPING DEFEATS GROUP 5—2 TO 1

Playing their first game in mid-season form, the Shipping Room gang defeated the powerful Group 5 team by a score of 2 to 1.

Group 5 started their season the same as last year by losing their first game. In the event they should go through the rest of their schedule without a loss, one would wonder if there is some truth to this jinx about losing the opening game and finishing the season in top position.

Joe Duran drawing a walk in the first and slamming a homer in the sixth was the chief sticker for the losers. Bill Meer of the Shipping gang was the only player to get two hits in the game.

GROUP 5

	AB	R	H
Sandler, ss	4	0	0
Duran, scf	2	1	1
Korol, lf	3	0	1
Schultz, cf	3	0	0
Martynski, 2b	3	0	0
Jeske, 3b	3	0	0
Cler, 1b	3	0	1
Hansen, rf	3	0	0
Michelis, c	3	0	0
Steffen, p	3	0	0
	30	1	3

SHIPPING

	AB	R	H
Bartsch, ss	3	0	0
Buchanan, 2b	3	0	0
Kindsfater, scf	3	1	1
Clark, 1b	3	1	1
Heider, 3b	3	1	0
Luczak, lf	3	0	1
Meer, rf	3	0	2
Schallhorn, p	2	0	0
Crittenden, cf	2	0	0
G. Smith, c	1	0	0
Piechowski, c	1	0	0
	27	2	5

Group 5	0	0	0	0	0	1	0	0	—1
Shipping	1	0	0	0	0	0	0	1	—2

★ ★ ★

CALL THE FIREMEN

Balisteri gets on base on an error, Jonen singles, Bauer forces Balisteri on third, Borzych gets on with an error, Ehlers doubles and clears the bases, Masarik singles, scoring Ehlers, Sieffert struck out, Baudino and Miller singled, Burkewald homers and cleans the bases ahead of himself, Balisteri and Jonen slam homers and Bauer flies out to short center for the third out. The slaughter ended with eight hits and ten runs.

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BUCKEYES OVER OFFICE BY 16 TO 2

That is the way the second inning of the game between the Office and the unmerciful Buckeyes went in their first game of the season, the Office losing 16 to 2.

The score being 16 to 2 in the third, Van Dyke replaced Hoar on the mound to hold the Buckeyes scoreless for the rest of the game.

BUCKEYES

	AB	R	H
Masarik, ss	5	3	2
Sieffert, c	4	1	0
Mattila, c	1	0	0
Baudino, 2b	4	2	2
Miller, p	4	1	1
Burkewald, scf	4	2	2
Balisteri, rf	3	2	1
Jackel, rf	1	0	0
Jonen, 3b	4	1	3
Bauer, cf	4	1	3
Borzych, lf	4	2	1
Ehlers, 1b	4	1	3
	40	16	15

OFFICE

	AB	R	H
Puetz, cf	4	0	3
Kartalia, scf	3	1	0
Farner, rf	4	0	1
E. Kiefert, 1b	4	0	1
Oudinot, ss	4	0	2
O. Kiefert, lf	3	0	0
Hoar, p	2	1	1
Van Dyke, p	1	0	1
Kuritz, 3b	3	0	0
Justman, 2b	3	0	1
Luke, c	2	0	1
	32	2	11

Buckeyes	1	10	5	0	0	0	0	0	—16
Office	1	1	0	0	0	0	0	0	— 2

Sports



Baudino Puts Out O'Connell.

TENNIS

A Square D Tennis team has been entered in the Industrial Tennis league. This league consists of ten of the leading manufacturing companies of the city, including Allen-Bradley, Falk's and Allis Chalmers.

Because the sport is new to the employees of the plant, Jim Sazama, captain of the team, is arranging a round robin to determine the seeding of players on the team.

The tentative roster is: Al Bednarzyk, Tony Rutkowski, Jim Sazama, Rollie Dorow, Norman Ziolkowski, Herb Plouff, Don Freuler, Larry Eide, Frank Guszkowski, Tony Balisteri, Will Justman, Jordan Puetz, Lowell Sandler, Mitch Kartalia and Harry Luszak.

MORE FUN

The sweeper at Cedars was a huge success. First the girls rolled their games with a full cheering section of men behind them, then the boys tried their luck with the girls in the stands.

Bob Oudinot has had a field-day at Cedars, first by taking the boys in a skat game, then sharing first prize with Willie Justman in the sweeper, then proceeding to take the boys in a poker game. Bob states that this was one of the luckiest days he has ever experienced.

After bowling the crowd turned to the dining room where turkey and all its trimmings were served. Frank Brenz stumbled through his job as the Master of Ceremony. Win Olin, Gen Kwidzinski and Art Harder were the principal speakers.

Win Olin presented individual trophies to the players on winning teams of both girls and mens leagues. Hildegard Woock was given a medal for leading the league and individual efforts.

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FORE!

The roster of the 1944 golf team which will represent the Square D Athletic Association in the Wisconsin Industrial Golf League is as follows:

Bob Oudinot	E. E. Taylor
George Pasdirtz	W. S. Olin
Dan Kuritz	L. Pittinger
Clyde Thompson	Mitch Kartalia
Curt Christiaansen	Wernie Kiefert
Ed Kempke	Jim Watson
Joe Hanke	Matt Miller
Al Kranzush	Harry Cler
Art Weinke	Dan O'Connell
Art Harder	Ray Sell
William Severson	Art Schultz
Joe Duran	Frank Brenz
	Gordon Court

TWO DOWN AND THREE TO GO! !

The girls' baseball team is going great guns in the women's indoor softball league. Playing their first game of the season to a tie and then taking the next two games, the girls are now tied with Allis-Chalmers for first place. With only three games to go our team stands a good chance of taking the title.

This summer the team is entered in two outdoor leagues: the Muni Girls' Outdoor League and a faster league known as the Women's Industrial League. The girls will play their games as a preliminary feature to the men's major softball games in the Shorewood league.

The Square D Athletic Association would like to see all its members get out in full force to witness these games and give the girls the full support they so rightly deserve.

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GUTTER BALLS

With bowling season at a successful close all there is left are just memories of some of the highlites of the year.

Machine Shop team, the winners of the league championship led the league for more than three-quarters of the season and at one time were nine games in the lead. They also had the highest team average.

The Test Room gang were within one game of a tie on the last night of the season, only to lose the last game of the season and the championship.

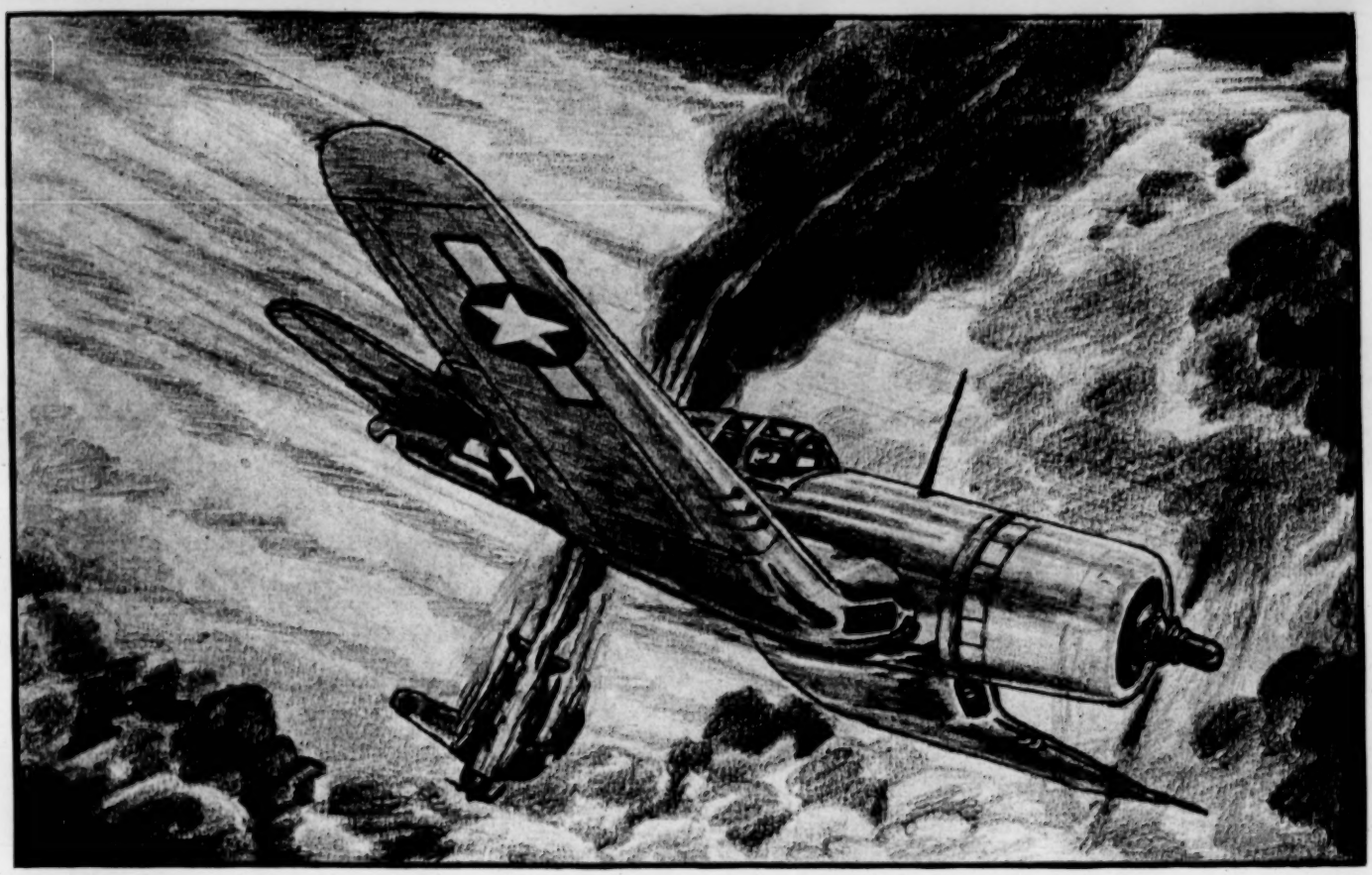
By the same token Joe Hanke of the Test Room led the league in individual for all but the first few weeks, had a five point advantage along the mid-season, (his highest average being 192), only to have Cliff Young and Art Harder put the pressure on him at the close of the season . . . Hanke finishing first with 188, Young second with 188, and Harder third with 187.

The last five weeks of the season found the Office team shooting four 2600 and one series within four pins of 2600 to finish in third place. They were a threat to any team they met at the tail end of the schedule.

The whole schedule was played with only one blind. I believe this is a record in itself.

The coming season is partially organized. We know now that 20 alleys have been reserved for 7:00 o'clock on Tuesdays at East Side Bensingers Orientles.

The Athletic Board has appointed Art Harder to handle all bowling for the coming season. Let's give Art all the cooperation needed to put this sport across.

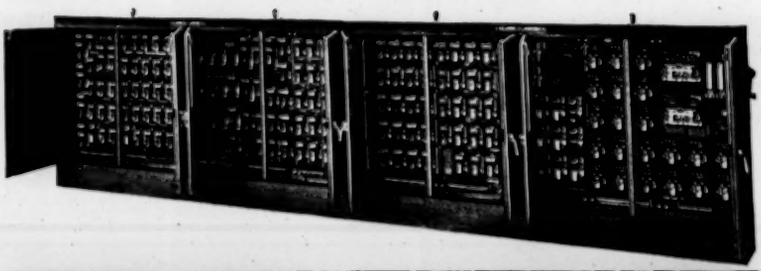


FIGHTING POWER!

After repeated actions in the Pacific, FAU Vought Corsair is officially reported by the U.S. Navy to outclass the Jap Zero in every category — speed, climb, interception, maneuverability, armor, and fire power.

The Vought Corsair is driven by 2000 horse power Pratt & Whitney Motor — parts of this motor are made by Foote-Burt Co. The Control panels necessary for the enormous machinery used by Foote-Burt, in making parts for these motors, are built by Square D.

The Panels used by Foote-Burt are 20 ft. long and 6 ft. wide. These panels require 135,000 ft. of wire and 120,000 lbs. of steel. 1800 man hours of final assembly time are required for mounting and wiring approximately 600 timers, 800 magnetic starters and 5,000 Type R. Contactors, in addition to terminal blocks, transformers and disconnect switches.







SQUARE D COMPANY
ELECTRICAL EQUIPMENT
INDUSTRIAL CONTROLLER DIVISION
MILWAUKEE, WIS.

With the Colors

NEWS FROM NEW GUINEA

To receive the CONTROLLER to read of news from home was a welcome bit of pleasure for Cpl. Eddie Mueller, former employee in Group 5, who, with his buddies, has been fighting in mud, heat and rain in the swamps of New Guinea. Down there the boys have very little to read and what they do get is read over and over again.

"New Guinea," says Eddie, "has a very beautiful shoreline when first seen, but after spending a long time there fighting the Japs the boys soon call it "Green Hell." The Japs aren't as rugged as most people seem to think, and our boys beat them two to one. Working side by side with the easy-going but tough Aussie soldiers, the American boys sing and crack jokes to keep up their spirits while getting their job done though it be pouring with rain and mud up to their knees."

Eddie states further that our guns, ships and planes are far superior to those of the Japs, and with the assistance of the Aussies and their marvelous Bren guns, and the famous fighting tactics of the renowned 32nd Division, the Japs are really getting a beating.

Since he has been down there, Eddie has been in many types of boats, barges and transport planes, and while standing guard duty with his detail of men, he had a chance to look over the boat and came across a familiar and welcome sight—SQUARE D SWITCHES AND STARTERS! The officers later told him that they were the best they had ever seen. Knowing that, we here at home can feel proud that we have a part in producing something that plays so vital a part in helping our fighting men carry out their missions.

Eddie states further that our boys down there work and fight seven days a week, and when time permits they keep in shape by playing baseball and basketball so they'll be fit for battle as well as the day when they can come home again.

Eddie wishes to be remembered to all the boys back at the shop and office, and hopes to be able to return home with his buddies in the near future.

TECH. SERGEANT VISITS SQUARE D



Pictured here between Catherine and Mary Flamingo is Technical Sgt. Angelo Flamingo, brother of our popular first aid nurses. Although Angelo has been in the service quite some time, three years to be exact, he has not seen overseas duty, but is now stationed at Camp Planche, New Orleans.

Conversation with him proved very interesting and assured us that he must be deserving of the stripes he wears. Having served one year in the Field Artillery, Angelo was later transferred to the Transportation Corps. His present duties consist of loading and unloading boats. The fact that he has worked with LST boats commanded our attention because of the part our company has played in the production of these boats. The large LST has a box which opens permitting tanks to run into the hull. The color of these ships vary in accordance with the ocean on which they are to sail. For example, because the Atlantic is light grey in color, ships on it are painted green in contrast. The same thing applies to the Pacific Ocean and in this way it is possible to distinguish a West boat from an East boat. The color of soldiers' uniforms are determined in the same manner. All these things come under the heading "camouflage." The airplane also is used extensively in the transportation of medical supplies if packages are not too heavy or too big.

Angelo's opinion of New Orleans itself was rather discouraging however. To him Louisiana is a Pelican state where even the birds are no good, so we are hoping that he will soon be situated in a spot more favorable to him. The best of luck to you Angelo.

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SERVICE NOTES

The following servicemen have recently received advancements in rank:

LOUIS KONOP	Sgt.
ARTHUR ERDMANN	Cpl.
ERVIN JASCZAK	S/Sgt.
LEONARD MLYNARSKI .	2nd Lt.
WILLIAM PRITCHARD . .	2nd Lt.

* * * * *

Recent reports reveal that—

Dick Mackett, S 2/c, and Sgt. Louis Konop are now stationed in the Hawaiian Islands.

S/Sgt. Ervin Jasczak, a radio-gunner aboard a Flying Fortress, is probably headed for a destination across the Atlantic.

Several other former Square D men will be leaving for overseas duties in the near future, news of which will be printed as reports come in.

* * * * *

Among the recent visits paid the shop were:

T/Sgt. Gordon Daily, who for some time has been up in Alaska in connection with the great highway project there. He is now back in the states stationed at Fort Sheridan while awaiting further orders.

Don Larsen, S 2/c, who has just finished his "Boot" training at the Great Lakes Naval Training Station, expects shortly to be transferred to a school for electrical training.

T/5 Edward Myszel, former storeroom clerk, stationed at Orlando, Fla., with the Anti-aircraft unit there.

Ray Oscars, S 2/c, a former tester in Group 5, awaiting transfer from Great Lakes after recently completing "Boot" training.

Pvt. Ray Jastroch, formerly of Group No. 5, is now a member of the U. S. Marine Corps stationed on the west coast. In spite of several drawbacks, his determination to be a Marine is now being fulfilled.



His present address is: Pvt. Raymond Jastroch, U.S.M.C., 66th Repl. Engr. Bat., Camp Pendleton, Oceanside, Calif.

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A SOUVENIR FROM NEW GUINEA

Pictured below are the two sides of a Japanese coin which was sent here as a souvenir by Cpl. Eddie Mueller.



One side shows the "Rising Sun" over Mt. Fujiyama, Japan's great dormant volcano. Surrounding Mt. Fuji, as it is sometimes called, are Lake Ashi and Lake Kawaguchi.

The other side is inscribed in Jap characters representing the date and denomination of the coin.

While we have been unable to decipher the value and name of this particular coin, we have found out that the names of the most common of Jap coins are: Fen, Yen, and Sen.

This particular coin is slightly smaller than our dime, and is made of a very light metal, possibly aluminum or similar light alloy. A pocketful of these coins would hardly be noticed, as far as weight is concerned.

ROBERT GESELL SEAMAN 2nd CLASS

We have here Robert Gesell, Seaman Second Class stationed at Camp Bennion, Farragut, Idaho. Before being drafted into the Navy, Robert was employed in our Group 5 A with Frank Zuponcic a co-worker, for seven months. He has been in the Navy seven weeks having just completed his boot training which in his opinion is not too bad. The only complaint Robert had is that while in boot camp all he saw was men, men, more men, and no women. It was quite an event, I gather, for him to walk outside the camp gate and get an eyeful of a skirt for a change.

In spite of his size, which incidently is five feet three and a half inches in height, and one hundred ten pounds in weight, Robert very proudly upholds the reputation of the Navy . . . but don't you have trouble finding a chick your size?

His furlough will terminate shortly at which time Robert will report to his out-



going unit and from there on anything can happen.

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FORMER SQUARE D MAN KILLED IN ACTION

First Lieut. Robert W. Mein, jr., a former Square D employee, was killed April 11 when his fighter plane crashed near New Caledonia in southwest Pacific.

He had been awarded the air medal and credited with shooting down one Jap plane and sharing in downing of another. He was 21 years of age and enlisted in the Air Corps January, 1942.



Pfc. Louis C. Ledebuhr, a former employee in Group 5, paid this department a welcome visit just recently while home on furlough.



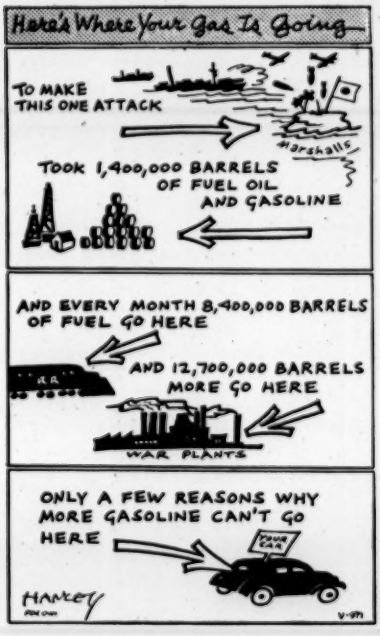
He is a member of the 16th Armored Division, which is a reserve part of the Second Armored Corps. This division specializes in the M-7 type open top tanks, equipped with a 105mm. Howitzer cannon.

Louis' main duties are in the operation of radio equipment mounted in the powerful "half-track" trucks, so-called because this vehicle is a combined truck and tank, protected with heavy armor plate and powered with caterpillar treads which replace the rear wheels.

It is interesting to know that the brilliant tri-colored insignia patch that Louis displayed on the left shoulder of his uniform, has an additional meaning other than to signify his particular unit. The insignia patch, triangle in shape, is divided into three sections. The blue section represents the Infantry, the red for the Artillery, and the yellow for the Cavalry. A miniature tank design and lightning streak is superimposed over the center of the triangle with the number of the division in the yellow section at the top.

Louis also displayed medals for expert in carbine and machine gun. He is stationed at Camp Chaffee, Ark., and finds his duties quite interesting.

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With the Colors

ARMY AIR FORCE CREW CHIEF

Pvt. Arthur Jaraczewski, a former Square D employee and now one of the Army Air Force Ground Crew, is stationed at Fredrick, Oklahoma, where he



has been Air Field Crew Chief for the past year and seven months. It is Arthur's job to take charge of six C78 training chiefs and together they overhaul motors, however they are not allowed to rip into airplane parts. In short, they service, overhaul, and see that the tanks are always full. The job must be done to perfection because inspection of planes takes place every twenty-four hours and the engineer officer signs the release on each ship.

Ten men are assigned to a ground crew overseas but here in the states the setup is different in that there are only three men for six planes and they train until they are no longer needed on the crew. In short, there are more men in the air than on the ground.

Arthur knows nothing of combat zones, however he does wear a ribbon for good conduct. Keeping the planes in shipshape condition for our flying boys is a big undertaking but with Arthur in there pitching I'm sure these flyers never worry up there in the clouds. You're doing a swell job, Art, and you're keepin' 'em flyin'!

AVIATION CADET — FRANCIS MEER

Recently classified as pilot, A/C Francis Meer, former Square D employee, is now training at San Antonio, Texas.



His studies include code, aircraft identification, and math. So far he has managed to get high marks in the tests he has taken.

Later on, upon advancing to upper class, he will study such subjects as physics, blinker code, and plane and ship identification.

Upon mastering these subjects, he expects to be transferred to another field by the end of June where he'll start primary flight training.

His address is : A/C Francis H. Meer, 36835065 C-45A, Group T, Sqd. 275, A.A.F.P.S. — S.A.A.C.C., San Antonio, Texas.



Gene Antisdel is stationed at Taft, California. Home address, 710 No. 5th Street, Taft, California. Gene is now an instructor in instrument flying and acrobat tactics.



Robert Antisdel is a Midshipman studying at Columbia University, New York. Upon graduation in June he will receive an ensign rating.



T/5 Edward J. Myszel
A.S.N. 36800863
Hdq. 358th
A.A.A.S/L Bn.
A.A.F.T.A.C.
Orlando, Fla.

WITH THE COLORS

Vernon Fleischmann, S 2/c, formerly of Stores No. 2, having completed his "Boot" training at Farragut, Idaho, returned there after his furlough home and is now taking up an Electrician's Mate course which he finds both interesting and easy because of previous schooling in electricity which was more or less a hobby of his for several years.





With the Colors



ROLL OF HONOR

*Lester Lammert
Louis Marifke
Louis Vinkavich
Edward Kusch
Oscar Babiasz
Christ Cisler
Edward Jankowski
Jerome Wermager
George Muenzner
Wilbur Wiedoff
Chester Achenbach
Harvey Peterson
Norman Breitwisch
Donald Taylor
William Pritchard
Russell Genich
Otto Mayer
Robert Johnson
Arthur Smith
Raymond Oppmann
Earl Shanahan
Stanley Laska
Loren Whittler
Raymond Yahr
Charles Prodoehl
Rudolph Messer
Joseph Lukowski
Lloyd Constant
Martin Rutowski
Wayne Sweet
Melvin Roblee
Russell Paukner
Henry Pelzek
Harvey Vick
Clarence Larson
Peter Bednarczyk
Norbert Guszkowski
Ervin Zietz
Jerome Hogan, Jr.
Stanley Powell
Edgar Beay
Bruce Rosman
Harry Rompala
Robert Gatz
Hugh Ellis
Wesley Foreman
Harry Pennefeather
John Steuer
Casimir Kopacz
Cecil Knippel
Harry Grzesiak
Richard Grudzielanek
Earl Breutzmann
Cecil Tatreau
Stanley Bartnikowski
Harry Zawikowski
Joseph Pszybylski
Donald Hage
Casimir Medenski
Daniel Martens
Joseph Ciganek
Kermit Halden
Raymond Kasprzak
Wilbert Mayer
Edmund Urban
Robert Collins
Frank Schleicher
Steve Obselka
Norman Adams
Lawrence Wajer
Edward Myszel

Edward Stein
Frank Hahn
Anthony Bando
Richard Carstens
Raymond Boettcher
Grant Collins
James Woest
Raymond Maurin
Burnell Berther
Donald Scharschmidt
Robert Schloemer
Kenneth Goll
William Severson, Jr.
Kenneth Claussen
Raymond Koester
Earl Marsh
Raymond Brock
Joseph Burkwald
Elwyn Krause
Edward Hengle
George Komasiewicz
Ferdinand Fanta
Phillip Atkielski
Roger Mueller
Alfred Schultz
Walter Koepsel
Michael Knezevich
Robert Brabham
Warren Bruce
Theodore Zawikowski
Raymond Phillips
Gary Sander
James Erickson
August King
Robert Borresen
Henry Kopaczewski
Edward Mueller
Richard Reynolds
Alvin Buchberger
Arthur Naczek
Jack Damuth
Harold Buchholz
Fred Christnacht
Richard Wieczorek
Robert Kloman
Dwight Best
Robert Wessinger
Peter Wykowski
Chester Fryjoff
Louis Koenigseder
Ervin Jaczak
Willie Lehrkamp
Douglas Raebel
Elwood Berg
Sebastian Binder
Gilbert Schmechel
Hans Sporbeck
Robert Kaske
Richard Mackett
Fred Schmidt
Edward Zawikowski
Leonard Stefaniak
Gordon Daily
Kenneth Shaefer
Leo E. Daehler
Arthur C. Flamme
Albert C. Greiner
M. Edmonds Love
Dorn L. Pettit
John R. Schiro
Albert E. Sparr

Merlin Turnbull
Frank R. Roby
Franklin Huff
Horace Koch
Eugene Antisdel
Ralph Ross
John Nelson
Edward Rein
James Brower
Edward Bullock
R. LeRoi Fransway
Chester Mayer
G. William La Prell
Jack Clawitter
Leonard Mlynarski
Jack Norman
Robert Andrews
Harold Goetzke
Ervin Lemanczyk
Raymond Kipp
Herbert Heimbach
George Saidler
Edward Rolinski
Charles Hoffman
Harold Brodbeck
Robert Kaliebe
Arthur Jaraczewski
Daniel Bjelajac
John Riedel
Gordon Giese
Louis Ledebuhr
Dorothy Gallen
Edward Pawlinski
Charles Tiffany
Michael Krala
Henry Borkowski
Ivan Nelson
Harry Kowalski
Nicholas Schmitz
Lyle Gier
Earl Knaack
Ervin Wobczal
Donald Sweeney
Rex Duter
Edward Weinkoff
Stephan Ferschl
*August Majewski
Henry Wessel
Frank Lindl
Charles Ball
Leo Bosetti
Louis Konop
Earl Van der Linden
Carl Goetsch
Gilbert Kadow
Norbert Dietz
Howard Laack
Alden Bergman
Chester Sawicki
Albert Wantz
Rudolph Lenz
Alan Ramin
Randall Scherrer
Jerome Schilz
Michael Nowak
Gerald Phillips
Henry Moench
Glenn Lewin
Albert Shaw
Walter Zweifel
Edwin Laun

Ervin Cira
William Norman
C. J. Kepper
Eugene Watson
Joseph Gorecki
Glenn Prissel
Stanley Ciuraj
Robert Pallister
Dale Kluge
Wallace Bubb
George Lutchen
Wilbur Klasen
Byron Martin
Edward Szpara
Jack Beck
James Heaps
Robert Faber
John Staege
Walter Neuwirth
Andrew Trokan
Robert Johnson
Harvey Webb
Chester Reinhardt
Kathryn Zeich
Stanley Plutowski
Jack Mattila
Carl Hustig
Robert Lehner
Edward Pospyhalla
Frank Koenig
Arthur Erdman
Roy Arndt
Norbert Sliwczynski
Ernest Anger
Jamesel Taylor
E. Schellpfeffer
Thomas Luedtke
Raymond Brengocz
Lester Strandt
Henry Kossmann
Leona Singer
Frederick Zimmermann
Clyde Brandstetter
James Burke
Joseph Ligocki
Francis Meer
Earl Muenchow
James Prebbanow
Harold Dustan
Joseph Cukjati
Vernon Fleischmann
Russell Schmidt
Edward Hupfer
Helen Radakovich
Albert Gustafson
George Jankowski
John Kroll
Daniel Wanta
Russell Kuether
Raymond Oscars
Chester Palicki
Robert Gesell
Donald Larson
Harold Hartke
Glenn Day
Walter Toll
James Dillon
Roland Lombard
Henry Grade

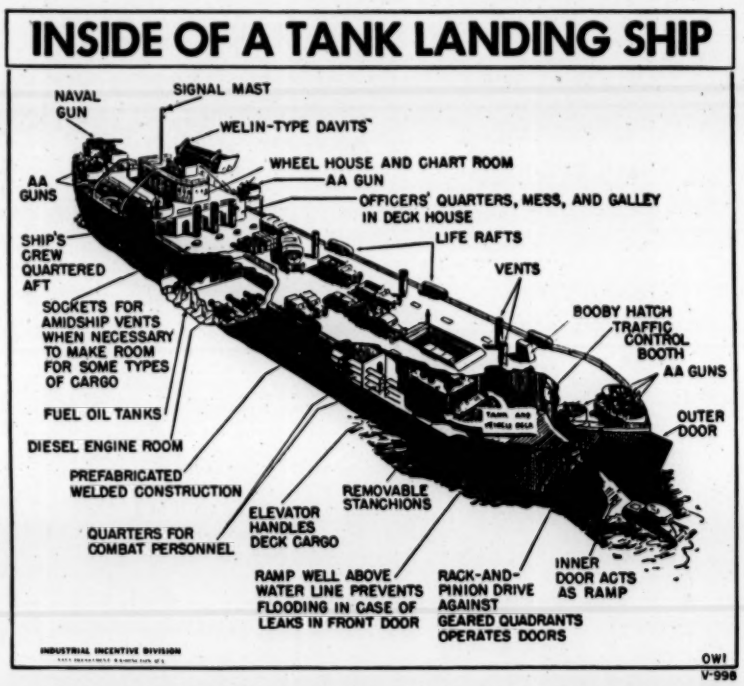
*Died in service.

★ ★ ★

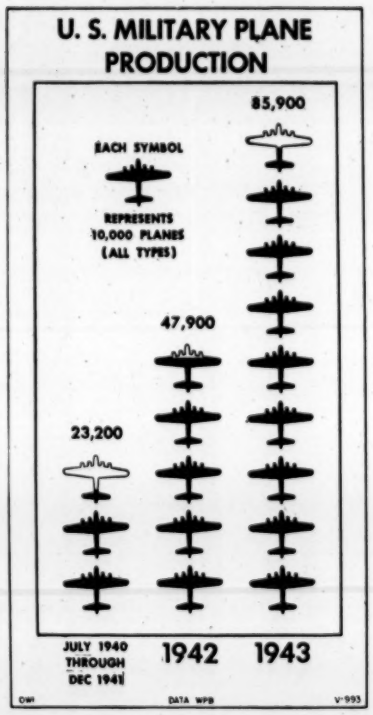




ALL ON THE JOB TOGETHER



Here is the inside of an LST-one of the types of landing craft. American workmen are building for coming military campaigns. Eighty thousand craft are needed. They are No.1 on America's war production program.



66.

1. Comments.
2. Agreement

66

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent A. OCONNOR Date 7-1-44
Plant involved PERFEX-CORP
Agreement A Marked

Name, title, address of persons interviewed

ED. ROOB- PRES. 1315 N. 59th ST- MILWAUKEE- WIS.
RALPH- OSOWSKI - HEAD-STEWARD- 2655 A. SO. 9th PLACE- " "
MRS ELEANORE- TOSCH - SHOP STEWARD - 2958 SO. DELAWARE "
MRS. MARY- KIEL - SHOP STEWARD - 3961 A. SO. CLEMENT-ST- "
MISS- FLORENCE - MUELLER - SHOP STEWARD - 2338 A. NO. 28th ST "
MISS - DOROTHY - STEINBAUR - SHOP COMM - 1407 W. HIGHLAND-AVE "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A. F. L.
2. Local No. 66 Address 951 No. 4th ST- MILWAUKEE- WIS.
3. How long local organized? OVER - 40 YEARS
4. Type of worker: (1) productive ✓; (2) clerical ____; (3) maintenance ____
5. How long women members? 8 YEARS - 1936
6. President's name and address, if not listed above ____
7. Plants organized by local union:

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
		ALL- FIGURES- APRX-		
PERFEX-	700	700 -	360 -	440-

THERE- ARE - 72 SMALL SHOPS - UNDER JURISDICTION- OF THIS LOCAL

8. Union cost to worker:

	Men	Women
a. Initiation fees	5.00	3.00
b. Dues (specify period covered) PRODUCTION-	1.50	1.20
c. Fines (" what for) SPECIALISTS +	2.00	
d. Other JOURNEYMAN-		

25¢ FINE - FOR NON-ATTENDANCE - OF MEETINGS -

9. Women's local union activities:

a. Union committees on which women serve:
ENTERTAINMENT- 3 WOMEN- (IN THIS PLANT)

b. List other committees:
NONE

c. Local union offices held by women:

8 WOMEN DELEGATES TO- FEDERATED TRADES COUNCIL

d. Attendance at union meetings: UNION
FAIR AT PLANT- MEETINGS - ARE HELD- SUNDAY- A.M.
POOR. AT- LOCAL - UNION "

10. Union program for increasing women's participation in union activities: (Give source of comments.)

RALPH OSOWSKI- NO SPECIAL PROGRAM FOR WOMEN
ELEANORE TOSCH - NO - PROGRAM- FOR EITHER MEN OR WOMEN
MARY- KIEL- Union runs a dance occasionally to intrest non union women.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:

ED. ROOB - He was not particularly keen about women working after the war. If women are self supporting, they should have jobs, if not they should stay home after the war.

R. OSOWSKI - WOMEN- always worked in this plant & will continue.

b. Equal pay not on mens jobs after the war.

ED. ROOB - Was for equal pay in principal (I dont think in practice).

R. OSOWSKI - If women need no assistance on job equal pay. If she needs help - allowance would be made.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant PERFEX-CORP-
2. Address 500 W. OKLAHOMA-AVE-MILWAUKEE-WIS.
3. Product FUSE, RADIATORS, SIGHTS, LENSES, SMALL-ARMAMENTS- 100% WAR. WORK
4. How long since union had contract in this plant: 8 YEARS- 1936
5. Payment of dues: Checkoff_____ Steward_____ Other (specify) At PLANT- MEETINGS-& OFFICE.
6. How long women in this plant members of union: 8 YEARS- 1936
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ✓ No_____
   No. men 5 No. women 1
   THEY-ARE CALLED-SHOP-COMMITTEE
   b. labor management committees: Yes_____ No ✓
   No. men_____ No. women_____
   Union is working to Establish This Comm.
   c. Shop steward: No. men 10 No. women 7
   → Same as Contract + Bargaining Comm-
   d. Grievance committees: No. men — No. women —

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
TOOL-ROOM-	40		1	0	PLANT-WIDE-	
ON-CONTROLS	25	125	0	1	all these women do not belong to union	
MACHINE SHOP- (ONE SECTION)	15	5	0	1		
ROTOR LINE-	6	75	0	1		

e. Other union committees in plant; their functions; and state if women are members: NONE

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: Union is negotiating a new contract, asking for same rate for men & women on any given job.

b. Training and upgrading opportunities: Women train & upgrade, but rates stay the same. They do not have equal pay.

c. Seniority rights: New contract is asking for seniority preference to union members.

d. Special activities in regard to community services:
Blood Donors
Community Fund
March of Dimes (Infantile Paralysis)
War Bond Drives.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

SEE PAGE-2-11 A

b. Equal pay

SEE PAGE-2-11.B.

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

DOROTHY-STEINBAUR- The union has accomplished many things for the women. She hopes the new contract will provide equal pay on mens jobs.

MARY-KIEL- The union men co-operate with the women. The main issue is not having equal pay. The program now is to rectify that problem.

ELEANORE-TOSCH Union is endeavoring to interest the women, is working to secure equal pay for them in the new contract.

FLORENCE MUELLER- If women would attend meetings more, she felt many things could be worked out for them, such as athletic & sport program, educational program etc.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ✓ No_____

b. Men's jobs on which women are employed? Yes ✓ No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No_____

They begin wherever a vacancy occurs. whether it is same job or not

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes ✓ No_____
(2) For "men's" jobs on which women are employed? Yes____ No ✓

Women work on mens jobs at Womens rates which is lower than mens rates.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes_____ No_____

At- present women do not receive mens rates. but they perform same work..

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

RALPA-OSOWSKI - WOMEN- begin at lower rate, progress up to highest Womens rate. and "Stay Put" at that rate.

DOROTHY-STEINBAUR - No women have mens rate. they are always lower, even when she is on mens jobs.

MARY-KIEL - Women so far, have not been able to secure mens rate.

ELEANORE-TOSCH - Stated she works for 20¢ hr less than men receive on same job. No women have Equal pay on same jobs with men. NEW CONTRACT- may improve that situation.

5. Seniority:

a. Are seniority lists maintained:

(1) by department ____ If so, by sex Yes____ No____
(2) plant wide ✓ If so, by sex Yes____ No ✓
(3) occupation ____ If so, by sex Yes____ No____
(4) temporary and/or regular workers____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ✓ No____
(2) lay-off Yes____ No ✓
(3) rehiring Yes____ No ✓

If yes, explain:
Women promote to mens jobs, but their rates are not raised to mens rates

6. Placement on shifts: Number of shifts plant operates: 1____ 2____ 3 ✓

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd ✓

b. Does placement depend on seniority: Yes ✓ No____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men YES Women YES
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN Women 30 MIN
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge:_____
   c. Leave of absence ✓
      (1) If yes, what is time limit? NO-SET-TIME
      (2) Are seniority rights retained? Yes ✓ No_____
      (3) With pay? Yes (specify length)_____ No ✓

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive)_____
   b. Piece ✓ + GROUP-PIECE-WORK-

2. Are any occupations and rates specifically listed by male and female:
   Yes ✓ No_____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female NONE
   b. Lower for female YES
   c. Higher for female NO-

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

CONTRACT-ENTERED-INTO-BETWEEN CAT I.A.M. DISTRICT-LODGE-NO-10, EMPLOYEES-BELONG TO LOCAL 66 OF I.A.M. SAID-LOCAL-AFFL-WITH DISTRICT-LODGE NO 10.

b. Date contract expires AUGUST-1-1944-& THERE AFTER-FROM-YEAR-TO YEAR-UNLESS-30 DAYS-NOTICE-OF-CHANGES CONTRACT-PAGE 6-ART-XI

c. Kind of contract: (Check)
(1) Closed shop
(2) Maintenance of membership ✓ CONTRACT-PAGE 1-ART-II-
(3) Other preferential shop

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓
(1) If not, rates: Men .554HR Women .454HR.

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes ✓ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes — No —

NOT-STATED-JOB RATES-NOT LISTED-IN THE CONTRACT-

d. Does contract openly discriminate against women: Yes ✓ No _____
If so, explain:
STARTING-RATE-UNEQUAL- CONTRACT-PAGE-5-ART-IX

e. [redacted] mention of women in contract: Yes ✓ No _____ Explain:
STARTING
MALE RATES
FEMALE-STARTING-RATE

✓

3. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide ____V____ If so, by sex Yes_____ No V
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:
CONTRACT- PAGE 3 - ART-V-

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No — NO-REFERENCE TO-IN-CONTRACT
(2) lay-off Yes_____ No V CONTRACT- PAGE 3 - ART-V-1-
(3) rehiring Yes_____ No — NO-REFERENCE - IN- CONTRACT-

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men NOT-STATED Women NOT-STATED ↗ CONTRACT- PAGE 1- ART-III
(3) Paid for: Men NOT-STATED Women NOT STATED

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No ✓

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes ✓ No_____
If yes, state provisions.
Grant two days vacation with pay to all Employees Of record June 30-43, and still employees of Co. June 1-44. Each 6 mos. service with Co. will entitle the Employee to one days (8 hr pay) and each additional 6 mo service an additional day up to and including 60 months service

✓ CONTRACT- PAGE 5 ART-8

F. War Labor Board Case

1. Title of case N.R. Regional number ____

2. Status of case:
   a. Pending before: Regional Board ____, National Board ____
   b. Settled by: Regional Board (date) ____, National Board (date) ____

3. Type of case: Voluntary NO.RE. Dispute N.R.

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

N.R.

5. W.L.B. Ruling:

N.R.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____ N.R

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

N.R

8. How did women workers benefit from case?

N.R.

DOROTHY STEINBAUR -

Formerly a steward worked at plant three years. She was appointed on Shop Committee to represent the women in negotiating a new contract. She was elated at being selected and said she would work hard for the women. A very fine intelligent, not too young a woman. She felt if women had equal pay, they would be more apt to join the union. Married women don't want to join, because they expect to quit, when the war is over. She thinks after the war women will not be working on men's jobs but will either quit or go back to "Women's Jobs" and make way for returned service men. Her position on equal pay was very good.

FLORENCE MUELLER -

Worked at plant four years. A lot of improvements during that time, both as to wages and sanitary conditions. They used to hang their clothes on nails in samequarters, where they ate their lunches. Now they have dressing rooms, matron for the washrooms. She takes up grievances of union members only. Married women are difficult to get them to join up; they expect to quit after the war. She says they race and ruin the job and the men are quite concerned about it. They want "to get while getting is good", and don't care what happens to the job. She thought men reason more, think ahead, and they stick together better.

She stated the men want her on the Shop Committee. She felt she had enough grief, being a Steward. (I very definitely urged her to accept, and do a good job for the women). She was not so strong for Equal Pay, if women need help in lifting - how can they expect equal pay, she said.

ED ROOB -

Stated there are six machinist lodges, serviced by five business agents, and about 72 shops under jurisdiction of Local 66 I. A. M. This local has a membership of about 5000, 1000 of whom are women (approximately). He was all fed up on surveys and government agencies. The wage stabilization survey made in Milwaukee was"cockeyed", never went near a Union shop, just where they got their figures from he did not know. The cost of living surveys were certainly questionable, he said. The W. L. B. takes anywhere from 3 months to a year to decide on cases, whereas the Company and Union could settle "In A Jiffy". Many of Milwaukee Machine shops have employed women for the first time, since the war, others have employed them ever since the last war. He felt when the war was over, women who have support, should stay home, and keep up a nice home and let the men have the jobs. When the labor shortage have passed, he thought wmmen will not be working on men's jobs. He is a machinist maintenance man at a brewery and said he did not know about the women working in machine shops.

4.5

OSOWSKI
RALPH ~~OSWOSKI~~ -

He was very cooperative, and interested in Bulletins on Equal Pay A Progress Report and Contract provision for women. I mailed him 20 extra copies of each. Women are gradually being brought up on their rates. Although at present women are paid 10 to 15¢ an hour less than the men on same jobs. The only department women are not employed is the Tool and Die. He stated women can be just as capable as men, with much less training, their sense of touch and timing is much keener than men. The company feels they have made good and they have stated they are going to utilize their experience after the war. Company plans to keep every employee after the war, owing to civilian expansion. The Company cooperates with the Union, and they never had a dispute case before W. L. B. He stated jobs are not listed male and female anymore, although certain jobs are still considered women's jobs.

MARY KIEL -

Stated her department is not well organized, she only takes up grievances of the Union members. The former Shop Committee were not as considerate and helpful to the women as the present Shop Committee is. They have the respect and cooperation of the membership. She stated, they are negotiating a new contract, and that after my visit to the head Steward, a woman was appointed to the Contract Committee, and the women are expecting good results, and hoping for Equal Pay. She works part time as supervisor and instructor, but do not receive rate of a man supervisor. The plant is rather new in business ten years

ELENORE
TOSCH -

Stated the Union has been trying to raise the dues for the women. They had better raise their wage rates up to men's first. Women do not receive Equal Pay. She is an automatic screw machine operator, and partially sets up her machine, also does repair work second shift, men work on 1-3 shift doing same work. They receive 90¢ an hour, whereas she receives 70¢ an hour-both receive bonuses.

1. "Contract and Agreement"

68.

1. "Contract and Agreement"

68

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent Bagwell Date July 6, 1944
Plant involved AUTOMATIC PRODUCTS CO.
Contract attached

Name, title, address and department of persons interviewed

Mr. Allen Guthmueller, President, 2138 N. 56th St., Milwaukee, Wis.

Miss Sally Orkowski, Recording Secretary, Inspection Dept., 3240 N. Booth St., Milwaukee, Wis.

Miss Ione Wangren, Inspection Dept Steward, 920 N. 15th St., Milwaukee, Wis.

Miss Gertrude Hoffman, Sergeant at Arms, 3520 N. 4th St., Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. A. W. A. Affiliation A. F. L.
2. Local No. 736 Address 1302 W. Vliet St., Milwaukee, Wis.
3. How long local organized? 1941
4. Type of worker: (1) productive #; (2) clerical ____; (3) maintenance #
5. How long women members? 1941
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Automatic Products Co.	420	180	260-300	100-140

8. Union cost to worker:

		Men	Women
a. Initiation fees		$2.00	$2.00
b. Dues (specify period covered)	(per Month)	1.00	1.00
c. Fines (" what for)	Fine of 25¢ if miss 2 consecutive meetings.		
d. Other	*Sally Orkowski stated that this was not enforced.		

9. Women's local union activities:

a. Union committees on which women serve:	Men	Women
Welfare	1	4
Recreation	3	2

b. List other committees: None

c. Local union offices held by women: Recording Secretary, Seargent at Arms

d. Attendance at union meetings: Orkowski: "Do not attend well - "not interested"
Hoffman reported that women were quite active – they "talk at meetings"; but the attendance is not so good.
Wangren also said women did not attend well.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Mr. Guthmueller stated that he had tried to get more of the women to run for office but they refused.

Sally Orkowski - said that the Union "had done nothing" to encourage women's participation
Wangren - "Is very hard to interest the girls in the Union. They say "Well, I won't work after the war."

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Guthmueller said that in a lay-off plant wide seniority would hold. On old "women's jobs" women will remain. On "men's jobs" - depends on the number of service men returning to old jobs.

Sally Orkowski - did not understand seniority provisions but she said that in a lay-off she did not think women would be transferred to men's jobs by Seniority as the company would claim that there was some reason

b. Equal pay (Continued on back of this page)

Guthmueller sated that when they negotiated 1943 contract and set up job classifications he took such a strong stand for equal pay that the Local "went along" with him on it. He said that in the job classifications (pending before W.L. B. with 1943 contract) the "women's jobs were eliminated and the jobs were set up with 10 grades [redacted] (Agent thinks women may be held in lower grades [redacted] since union committee does not push their cases)

(Continued on back of this page)

Continued from Page 2.

11.
(a) in each individual case why that woman could not perform the work.

11.
(b) Sally Orkowski - Does not think union committee is alert - does not fight in interest of women. When women take up grievances [redacted] nothing happens. However, the Union members do not give support to the committee. She said that some girls would want to go on men's jobs but instead of filling jobs by seniority the company hired new girls and the committee did nothing about this. However, for the most part, women preferred to remain on women's jobs. This may be due to the fact that they do not understand that they would retain their seniority if they transfer.
Wangren - Union officers argue for equal pay for women.
Mr. Guthmueller spoke for it so many times at union meetings.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Automatic Products Company
2. Address 2540 N. 32nd St., Milwaukee, Wis.
3. Product Oil controls for heating; refrigeration controls; valves for aircraft
4. How long since union had contract in this plant: Since 1942
5. Payment of dues: checkoff ____ Steward # Other (specify) ____
6. How long women in this plant members of union: Since 1941
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      No. men 5 No. women 0
      (One woman was on the Committee but she quit because women criticized her saying she did not try to get things done for them)

   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____

   c. Shop steward: No. men 7 No. women 5

   d. Grievance committees: No. men ____ No. women ____
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -
      (No separate committee)

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Light Assembly	NR	NR	1	0		
Inspection	5	20	0	1		
Machine Shop	NR	50	NR	NR		

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:
Sally Orkowski - did not know that Union had done anything much. Guthmueller reported the reclassification of jobs, eliminating the female classifications (this pending before W.L.B.)
(Women's jobs pay less but women do not demand right to bid on men's jobs - dangren)

b. Training and upgrading opportunities:

No special training for upgrading women. Union Committee does not demand that women be allowed to bid on men's jobs by seniority. She says the foreman selects some of the girls from women's jobs - just as he chooses - not by seniority. She, herself, did not know whether she would lose her seniority if she transferred to a man's job.
Wangren - "The men get merit raises faster than the women."

c. Seniority rights:
Guthmueller - Seniority in agreement is same for men and women.
Orkowski - said that women have plant wide seniority but that in a lay-off she doesn't think any women would be kept at work and put on men's jobs as the company would find some reason why they couldn't do the job. She didn't seem to think the Union was strong enough to see that this was done.

d. Special activities in regard to community services:
None.

10. **Attitude of local union officials interviewed toward special problems of women: (Give source).**

a. **Continued employment:**
(See Page 2.)

b. **Equal pay**
(See Page 2)

c. **Other**
Guthmueller - Did not seem aware of any.

11. **Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).**

Orkowski - Did not think Union had done much at all for the women. They did get a 5¢ increase in 1942; also got rest periods and additional facilities for women.

Wangren & Hoffman - The Union has enabled women to have their complaints taken up. Also through the Union we got improvement in our wash rooms.

C. Plant Practices: (Productive workers)

1. Are there any:

   a. So called "women's jobs"? Yes _#_ No____

   b. Men's jobs on which women are employed? Yes_#_ No____

   c. Are inexperienced men and women generally started on same job?
   Yes_#_ No____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes _#_ No____
   (2) For "men's" jobs on which women are employed? Yes___ No____

3. How is comparability of women's work on men's jobs determined:

   a. By decision of management? Yes_#_ No_____

   b. By bargaining? Yes____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   Guthmueller - Now women all paid less than men but if W.L.B. approves new job classifications they will get same rates as men.

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department	_____	If so, by sex	Yes____	No____
(2) plant wide	Yes	If so, by sex	Yes____	No #
(3) occupation	_____	If so, by sex	Yes____	No____
(4) temporary and/or regular workers	_____	If so, by sex	Yes___	No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion	Yes #	No____
(2) lay-off	Yes____	No #
(3) rehiring	Yes____	No #

If yes, explain:
Women not promoted (when on men's jobs) like men are.
Have flat base rate of 60¢. Men's base rate is from 75¢ - 80¢.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes____ No #
Explain:
New employees are hired to fill vacancies on either shift.

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Minutes Women 30 Minutes
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: No

c. Leave of absence Yes
(1) If yes, what is time limit? 30 days (Can be extended)
(2) Are seniority rights retained? Yes # No _____
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # (Base rate plus incentive)
(Assembly and machine shop jobs)

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Allen Guthmueller (1943 contract negotiated and sent to W.L.B. 9/15/42.
(2) Verified by reference to contract Yes (1944 contract negotiations to
(3) Contract attached to schedule Yes (begin Aug.14,1944

b. Date contract expires August 14, 1942 1943

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other Sole bargaining agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 60¢ Women 48¢
(Can't hire for these rates so in practice is: Men 70¢-75¢ Women 60¢

b. Automatic progression policy: Yes _____ No #
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:
No for men
Yes for women - See p. 9, Article VIII of contract

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:
In starting rates (Contract Page 9)

e. Mention of women in contract? Yes # No _____ Explain:
Mentioned in provision for beginning rates and automatic progression (Contract page 9)

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide ____#____ If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No____#____
(2) lay-off Yes_____ No____#____
(3) rehiring Yes_____ No____#____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men __No____ Women____No__

b. Contract provision for lunch period:

(1) No provision ____#____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes #____ No_____
(1) Maximum length No maximum stated
(2) Length of service necessary to get maximum

d. Does contract provide for paid vacations: Yes__#__ No_____
If yes, state provisions.

1 year's employment prior to 5/15/42 - 1 week with pay.
5year's " " " 5/15/42 - 2 weeks with pay.

F. War Labor Board Case

1. Title of case AUTOMATIC PRODUCTS CO. U.A.W.A. #736, A. F. of L. Regional number 111-1852-[redacted] MO

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary Dispute #

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract for 1943 includes union request for job classifications, elimination M & F jobs. Union did not ask equal pay, Mr. Guthmueller said as they felt job classifications would take care of this.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

69.

i. agreement

69

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent Bagwell Date 7/22/'44
Plant involved Globe Union, Inc.

Name, title, address and department of persons interviewed Agreement Attached

Miss Elizabeth Zimmerman, Recording Secretary,1430 A N. 21st St.,Milwaukee, Wis.

Mrs. Pearl Thom, Financial Sec'y. Shop Steward.3149 N. Bremen St.,Milwaukee, Wis.

Miss Viola Cummings,Chief Steward, Condenser Dept.,2106 E. Holt Ave.,Milwaukee,Wis.

Mr. Omer Wildman, Pres., 7026 N. 44th St., Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. A. W. A. Affiliation A.F.of L.
2. Local No. 322 Address 835 E. Keefe St., Milwaukee, Wis.
3. How long local organized? Since 1937
4. Type of worker: (1) productive # ; (2) clerical ____; (3) maintenance #
5. How long women members? Since 1937
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	(Approximate figures) All plant employees Men	All plant employees Women	Union members Men	Union members Women
Globe Union	650	1850	500	1587

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered) (per Month)	1.00	1.00
c. Fines (" what for)	Fine of 50¢ for not attending regular meetings; $1.00 for not attending special meetings	
d. Other None		

9. **Women's local union activities:**

a. **Union committees on which women serve:**
Entertainment Committee

b. **List other committees:** None

c. **Local union offices held by women:**
Recording Secretary,
Financial Secretary
Chief Steward

d. **Attendance at union meetings:**
Women attend well - majority at meetings are women.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

Zimmerman - said that the interest of the women had been increased by letting them know about disputes that came up and what the Union did about them. Also she said the stewards did good work in handling grievances.

Thom - said handling grievances well kept up the interest of the women.

Weidman - Stated that women were encouraged to take part in union activities. Expect to send one woman to National U. A. W. A. Convention.

11. **Attitude of local union officials interviewed toward:**
a. **Continued employment of women:**

Zimmerman and Thom did not report that there had been very much evidence of prejudice on the part of the men. Thom said some of the men on the Battery Assembly "did not like it" when a woman was put on.
They said lay-offs must be by seniority

Weidman - said that not so many women had gone on men's jobs - that majority of jobs were women's jobs before war. Have separate seniority for women.

Thom - Did not think that officers opposed women continuing on men's jobs.

b. Equal pay

Weidman and Cummings - think women should have equal pay. They have fought cases of equal pay in a number of departments in plant and now have sent request for equal starting rate for women to U. A. W. A. Regional Office and it will be sent to W. L. B.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Globe Union, Inc.

2. Address 900 E. Keefe Ave., Milwaukee, Wis.

3. Product Batteries, Switches
(Peace time also make roller skates, golfs clubs, etc.

4. How long since union had contract in this plant: Since 1937

5. Payment of dues: checkoff ____ Steward ____ Other (specify) Pay at union office

6. How long women in this plant members of union: Since 1937

7. Were women employed on production in this plant in normal times: Yes

8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes # Shop No

May, 1944 — No. men 2 — No. women 2
June, 1944 — 3 — 1

(1 new member elected each month - members serve only four months.)

b. Labor management committees: Yes # No

No. men 4 No. women 2

c. Shop steward: No. men 20 No. women 20

d. Grievance committees: No. men ____ No. women ____
(No separate committee)

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Plating	14	12	NR	NR		
Battery	150	3	4	0		
Separator } Inspection }	2	6	0	1		

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Zimmerman stated that in a number of instances the company had put women on men's jobs at lower pay and that the Union demanded and succeeded in getting equal pay.

(Cont'd. on back of this page)

Thom said that in one department women had been classified too low and that the Union had secured back pay for them.

b. Training and upgrading opportunities:

Thom - Women are not put on men's jobs by seniority but new girls are hired from outside. However, the women have not requested this and many prefer to remain on women's jobs.
Skibba- Said no upgrading done.

c. Seniority rights:

Union agreement protides separate seniority for women and that women who have gone on men's jobs go back on women's jobs after war. Because there are so many jobs for women they do not consider this discrimination.
Skibba said that she had not heard of of any plants to change the seniority provisions.

d. Special activities in regard to community services:

Union has been active on transportation problem but has been able to handle through the company. No other activities reported.

Cont'd from page 4.

9.

a. Widerman and Cummings - stated that company had tried in numbers of cases to put women on men's jobs at lower pay. The union has demanded equal pay. In some cases secured back pay for women.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Thom - Did not think the men officers were opposed to women continuing in men's jobs. On women's jobs there is no question as they were there before the war.

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Thom - The union has improved working conditions; the foremen are more decent since we got organized; we have had wage increases through the Union and we have a way to handle our grievances.

Cummings - Women think union has secured wage increases and handled grievances.

Skibba - Believes in the union. Said that the union secured raises in wages and gave them "someone to back them up". Did not seem concerned about seniority question.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No____

b. Men's jobs on which women are employed? Yes # No____

c. Are inexperienced men and women generally started on same job?
Yes____ No #
(Only a few do)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No____

b. By bargaining? Yes____ No____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
Thom said that in the Screw Machine Department where the majority of workers are women, the men were in grades 5 and up but women were in 3.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.
Majority of jobs are women's jobs which are rated lower.
Cummings said that company tried to set rate lower for women when go on men's jobs and union was asking equal pay.

5. Seniority:

a. Are seniority lists maintained:
(1) by department ___#___ If so, by sex Yes ___#___ No ___
(2) plant wide ___#___ If so, by sex Yes ___#___ No ___
(3) occupation ___ If so, by sex Yes ___ No ___
(4) temporary and/or regular workers ___ If so, by sex Yes ___ No ___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ___ No ___#___
(2) lay-off Yes ___ No ___#___
(3) rehiring Yes ___ No ___#___

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 ___#___ 2 ___#___ 3 ___#___

a. Check shifts on which women are employed: 1st ___#___ 2nd ___#___ 3rd ___#___

b. Does placement depend on seniority: Yes ___ No ___#___
Explain:

New employees are hired in for vacancies on any shift.

7. Rest periods:

a.* Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men ___ Women ___
d. If deducted:
(1) By hourly rate differential: Men ___ Women ___
(2) By deduction for amount of time involved: Men ___ Women ___

* 15 Minutes allowed time figured in setting piece work rates.

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence On request
(1) If yes, what is time limit? Usually ask for 3 - 4 mos. and then request extension
(2) Are seniority rights retained? Yes # No _____
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # Group Incentive
Majority of women on time work

b. Piece #

2. Are any occupations and rates specifically listed by male and female:
Yes # No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female Same on some men's jobs

b. Lower for female All women's jobs lower

c. Higher for female None

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with Omer [redacted]
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires Dec. 1,1944

c. Kind of contract: (Check)
(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other Exclusive bargaining agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No #
If policies differ, explain:
not in contract.

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:

Provision for separate seniority lists for male and female employees (See contract page 7)
In Wage and Rates Section states that lowest class for men is 6 except when put on women's work at Class 5
Continued on attached sheet, 9a

e. Mention of women in contract? Yes # No _____ Explain:
(See d above)

Continued from Page 9.

E - 2 (d)

Provision that (if any jobs which are now normally men's jobs are taken over by women during the present emergency, that such jobs will revert to men after the emergency is over, provided that technological changes in such jobs which may have occurred, do not alter them so that they would then be considered a woman's job under ordinary circumstances.)

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide ___#___ If so, by sex Yes___#__ No____
(3) occupation ___#___ If so, by sex Yes___#__ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No___

If by sex, explain:

Men's jobs taken over by women are to revert to men after war except as technological changes may have occurred so that jobs are considered women's jobs.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No___#_____
(2) lay-off Yes_____ No___#_____
(3) rehiring Yes_____ No___#_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision ___#_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes___#___ No_____
(1) Maximum length Not stated
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes___#___ No_____
If yes, state provisions.

Number of days vacation provided as follows:
(Eligible if worked 39 weeks preceding Apr.1)

Over 1 yr. and less than 2 years-	2 working days
Over 2 yrs. " " " 4 years-	3 working days
Over 4 yrs. " " " 6 years-	5 working days
Over 6 yrs. " " " 8 years-	7 working days
Over 8 yrs.----------	10 working days

Also provides for shorter period for those employed from six to nine months.

No W.L.B. cases except approval of contract- No question involving women separately, which was not agreed upon between company and union before contract went to Board. (See Contract attached for clauses mentioning woemn)

F. War Labor Board Case

1. Title of case_____Regional number

2. Status of case:

a. Pending before: Regional Board_____.National Board_____

b. Settled by: Regional Board (date)_____.National Board (date)_____

3. Type of case: Voluntary_____Dispute_____

4. Issues. Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women,etc.

5. W. L. B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

70.

1. Comments

70

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent Bagwell Date 7/22/'44
Plant Involved Harley Davidson

Name, title, address and department of persons interviewed

Mr. Roger M. Strachoda, Financial Sec'y., 3720 W. Vliet St., Milwaukee, Wis.

Mrs. Lucy Miller, Prepacking Dept., 1120 N. 37th St., Milwaukee, Wis.

Mrs. Aileen Laestica, Prepacking Dept., 1122 N. 37th St., Milwaukee, Wis.

Miss Eleanor Mailinger, Deputy Steward, 3806 A. N. 24th St., Milwaukee, Wis.

Mr. Leonard Hackert, Pres., 2504 W. Hadley St., Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I.U.U.A.W.A. Affiliation A.F.of L.
2. Local No. 209 Address 3720 W. Vliet St., Milwaukee, Wis.
3. How long local organized? Since January 26, 1937
4. Type of worker: (1) productive #; (2) clerical ____; (3) maintenance #
5. How long women members? Since January 1937
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Harley Davidson	1250	250	1250	250

8. Union cost to worker:

	Men	Women
a. Initiation fees	$15.00	$15.00
b. Dues (specify period covered) (per mo.)	1.10	1.10
c. Fines (" what for)	Fine $1.00 for not attending special meeting and 25¢ for not attending one out of four meetings each month.	
d. Other		

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Women do not attend as well as men
Attendance is not so good as women ~~xxxxxxxxxxxxxxx~~ don't have time.
A good many married women who do not intend to keep working so they are not so interested.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None other than regular union procedure - same as for men

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Strachoda - said that the union had aimed to protect the old members. Thinks 75% of women will be out of plant after war.

Hackert - "We do not want women on men's jobs. Reason given was that women spped up and them company pushes older men who can't now keep up that pace. Women will speed up and then later have to take two or three months leave of absence because

(Cont'd. on back of this page.)

b. Equal pay

Strachota- Said that they insisted on equal pay when women went on men's jobs.

Men interviewed seemed interested in equal pay only to protect men's rates for time men would go back on them. Do not seem so interested in asking for raise for women except as women ask it themselves.

Cont'd. from Page 2.

11.

a.

they broke down working at such spped. Mr. Hackert said that they insisted on equal pay when women were put on men's jobs unless the women had to have help with lifting, etc.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Harley Davidson Motor Co.
2. Address 3700 W. Juneau St., Milwaukee, Wis.
3. Product Motorcycles, side cars and accessories
   Also subcontractor for tank parts, etc.
4. How long since union had contract in this plant: Since 1937
5. Payment of dues: checkoff ____ Steward ____ Other (specify) Paid at Union office
6. How long women in this plant members of union: Since 1937
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      No. men 5 No. women 0

   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____

   c. Shop steward: No. men 32 No. women 0
      Deputy Stewards (Assistant stewards) 10 1
   d. Grievance committees: No. men ____ No. women ____
      Deputy Stewards 10 1 (Assistant stewards on night shift)

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

(No separate Committee)

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
#19 Prepack	4	15	2	0		
#84 - General Assembly	20	50	2	0		
#41 - Parts Orders (Packing)						
#11 - Roller Room	5	75	1	1		

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:
Miller - Men and women are not on same jobs. Some women were put on men's jobs were making 99¢ but were put back on w men's jobs at 70¢ and 79¢.
Strachota - Women have not had merit incfeases as men have (Showed agent record of merit increases given and only one woman (a "company pet") has received a merit increase, whereas in June and July, 35 men received merit increases.He said that now other women were planning to request increase on basis of one given. (Cont'd. on back of this page)

b. Training and upgrading opportunities:
Miller - Women's jobs are all about the same so no opportunity for upgrading. (When put women on men's jobs, men couldn't get men. Pay was higher (some making 99¢) but recent reduction put women back on women's jobs at lower rates (70¢-76¢)).

c. Seniority rights:
Union agreement gives women separate seniority. Hackert said that they did not want women on men's jobs so changes in seniority provisions of contract not likely to be made.
Strachota - Women have seniority on women's jobs. Union has agreement with company that 900 oldest employees constitute the "normal working force". This could be increased only by consent of union. Also placing of females on male jobs must be discussed with union. Union also has agreement that no married women to be hired except for duration.(Cont'd.on back of this page)

d. Special activities in regard to community services:
None

Cont'd. from Page 4.

9.

a. Pauline Marjenka - said that women were on women's jobs which were harder than many of the men's jobs and that jobs in pre-packing department (new jobs not formerly performed by men) were about the same as those in old packing department. The union got equal pay for her when she worked on man's job in old packing department.

9

c.

Miller - Said women seemed satisfied on women's jobs but of course wanted more pay. They just accept fact that they do not go on men's jobs except when can't find men.
Women interviewed seemed not to know that in other plants by union agreement there is one seniority list and women bid on jobs by seniority just as men do.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Miller - Women give union credit for having secured wage increases, handling grievances etc. Some get disgusted at long delays.
Warjenka - "Women have no voice" in affairs of union.
Meilinger - Is "satisfied" - Says union just got a raise for women
Maestico - Did not express any dissatisfaction. Husband in service and she will quit after war.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No____

b. Men's jobs on which women are employed? Yes # No____

c. Are inexperienced men and women generally started on same job?
Yes____ No #

(Women hired in prepacking department)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes____ No____

b. By bargaining? Yes # No____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
Women interviewed said that majority of women are on women's jobs which are lower paying. Women only put on men's jobs if can't hire men.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mr. Hackert said that the only place where women had done identical jobs with men was in the old packing department and they had secured the rate of the jobs for the women while they were working there. In inspection the men had been making 65¢ to 70¢ , the majority 65¢ so they gave the women 65¢ as the 70¢ rate for men was for those who had been there longer.

Strachota said that the women did not get the merit increases as the men did. Only one women had received a merit increase.

5. Seniority:

a. Are seniority lists maintained:

(1) by department _____ If so, by sex Yes____ No_____
(2) plant wide ____#____ If so, by sex Yes_#_ No_____
(3) occupation _____ If so, by sex Yes____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion *Yes_#_____ No_____
(2) lay-off [2] Yes_#_____ No_____
(3) rehiring[2] Yes_#_____ No_____

If yes, explain:

*Women are not promoted. They learn job and stay on it. If put on piece work they do not get merit increases as men do.

2 - Some women were laid off of some of men's jobs and when men wouldn't perform these jobs for same rate women were called back.

6. Placement on shifts: Number of shifts plant operates: 1__#__ 2__#__ 3__#__

a. Check shifts on which women are employed: 1st__#__ 2nd__few__ 3rd_____

b. Does placement depend on seniority: Yes_____ No_#_
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Minutes Women 30 Minutes
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence On request
(1) If yes, what is time limit? Decided in each individual case
(2) Are seniority rights retained? Yes # No _____
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #(Group incentive on some jobs)

b. Piece _____

About 50 women on piece work

2. Are any occupations and rates specifically listed by male and female:
(By departments not by job classifications) Yes # No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female None(at present- Women did get same rates as men when were working Department 41)

b. Lower for female All

c. Higher for female None. (Where jobs are same) (On Job & Rate sheet a few of men's jobs carry rates lower than some women's rates)

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Strachota & Mr. Hackert

(2) Verified by reference to contract #

(3) Contract attached to schedule No

b. Date contract expires 4/19/'45

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership

(3) Other Preferential shop

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #

(1) If not, rates: Men 60¢ Women 50¢

b. Automatic progression policy: Yes # No _____

(1) If such policy, same for women as for men: Yes # No _____ but differential is maintained

If policies differ, explain:

Men begin at 65¢; in 3 months are increased 2½¢ and then receive 2½¢ increase each 3 months until reach 75¢;

Women begin at 55¢ with same progression to top rate of 65¢

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #

(2) By equal pay clause: Yes _____ No #

(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____

If so, explain:

In provisions for unequal starting rates and top rates of automatic progression;

Provision that reduction will be, first, by layoff of any women who marry while in employ of company (except for duration and excepting those hired before Jan. 1-40).

Provision that company will discuss with union the employment of females hired to replace males during emergency. (Cont'd on back of this page)

e. [redacted] Mention of women in contract? Yes # No _____ Explain:

(Same as d above)

Continued from Page 9

E. 2

d.

(Since no women are on bargaining committee this will give women no voice.)
Provision for separate seniority lists of men and women and that in case of layoff those with least seniority shall be first laid off on either list, independent of other.
(In recent layoff some women were laid off who had more seniority than some men who were kept on.)

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
*(2) plant wide # _____ If so, by sex Yes_#__ No____
(3) occupation # _____ If so, by sex Yes_#__ No____
Z(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

*Supplementary agreement of May 4,1944 provides that "The company and union shall keep a separate seniority list of men and women in the plant. It is understood that when a lay-off is required that the employees with least seniority shall be first laid off on either list independent of other list. The normal working force shall be made up of the oldest 900 employees in point of seniority computed by adding the two lists together or in line with their plant wide seniority." (Continued on back of this page)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_#_____
(2)*lay-off Yes_#_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

*In provision that married women will not be hired and that in event single females marry, their employment ceases. This does not apply to females in employ of company prior to 1-1-40 and does not apply while U. S. is at war. Also the provision for separate seniority lists may work out in a discriminatory way.

4. Working Conditions:

a. Does contract provide rest periods: Men Yes_____ Women Yes____

b. Contract provision for lunch period:

(1) No provision _____
(2) Length of lunch period: Men 30 Min.___ Women 30 Min____
(3) Paid for: Men No____ Women ____No____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____
(1) Maximum length Not stated
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes_#__ No_____
If yes, state provisions.

Supplementary Agreement
If employed 12 mos. (on March 19th) and leave
(a) 1-5 years seniority entitled to 1 week based on 48 hours
(b) 5 " over - " to 2 weeks " " 96 "
Additional provisions for those employed shorter periods.

Continued from Page 10.

3 - a.

Z
(Contract provides that: "All employees hired to replace employees called to service - or who were transferred to fill such jobs shall have temporary status until absent employee has lost the right to employment".)

F. War Labor Board Case

111-6317-No

1. Title of case Harley-Davidson Motor Co. and U.A.W.A. #209, A. F. of L. Regional number _____

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) July 8,1944, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #_____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Company and union in dispute over how increase of 3¢ (received Aug.'43) and merit increases affect automatic progression rates.
Involved women especially only in that continues the differential of 10¢ between men's and women's rates.

5. W.L.B. Ruling:

Approves company-union agreement and panel recommendation as follows:
"All employees to be evaluated on basis of past term of service and as of 5/25/44 and place at rate which would reflect 2½¢ progressive increases for each three months of service, regardless of employees actual hiring rate or intervening merit increases; and "no rate shall be established under this provision above 75¢ for men or above 65¢ for women. Said rate to be effective by 5/25/44. From 5/25/44 the progressive increases shall apply to employees actual rate".

"Progressive schedule affects only common labor classifications."

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Comments:

Lucy Miller

Has worked in prepacking for a year and now makes 67½¢ per hour. Said that in June the women requested a 10¢ raise and due to delay and also to failure of company to pay back pay on a 5¢ previous raise all of the women (except) had a day's walk-out. They succeeded in getting a 5¢ raise and also the back pay.

Aileen Laestico

Says women do not have time to attend union meetings - that many will quit work after war and are not much interested.

Pauline Marjenka:

Was on man's job in Department 41A (Packing - where women nailed box lids and operated clamping machine to band boxes) making 99¢. Was put back in Department 84 (General Assembly) and now gets 79¢ as piece worker. Day rate in this department is 65¢. No hiring done in this department. All women hired in on prepacking.

Eleanor Meilinger

Thinks women are satisfied with union contract women's jobs etc. - That women should be in home and should get out of plants if men need jobs.

71.

1 agreement

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent Bagwell Date 7-29-44
Plant involved Briggs & Stratton Corp.

Name, title, address and department of persons interviewed Agreement Attached

Mr. Clifford Matchey, Financial Secretary, 3743 N. 38th St., Milwaukee, Wis.

Mrs. Edna Gallagher, Inspection Dept., 7505 W. Burleigh St., Milwaukee, Wis.

Miss Alice Erdman, 648 N. 8th St., Milwaukee, Wis.

Mr. Clarence Erdman, Pres., 1315 W. Wright St., Milwaukee, Wis.

Miss Flora Belknap, Shop Steward, Punch & Drill Press Dept., 2469 N. 18th St., Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. A. W. A. Affiliation A. F. of L.
2. Local No. 232 Address 2709 N. 12th St., Milwaukee, Wis.
3. How long local organized? Since 1936
4. Type of worker: (1) productive #; (2) clerical ____; (3) maintenance #
5. How long women members? Since 1936
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	(Approximate Figures) All plant employees Men	Women	Union members Men	Women
Briggs & Stratton	550	1250	550	1150

(Erdman - At present number men and women employed about equal as lock department is partly down, war work beginning to fall off. Company is beginning to have difficulty in securing sufficient material for foundries)

8. Union cost to worker:

	Men	Women
a. Initiation fees	2.00	2.00
b. Dues (specify period covered) per mo.	1.00	1.00
c. Fines (" what for) (Fines for not attending meetings suspended for duration)		
d. Other		

9. Women's local union activities:

a. Union committees on which women serve: By-Laws Committee
Welfare Committee,
Entertainment Committee

(Women are put on all committees which may be set up)

b. List other committees:

None

c. Local union offices held by women: None

d. Attendance at union meetings: Women attend well - better than men

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Matchey - "Men fear women will drive them from the plants".

Gallagher - Does not think men officers oppose women continuing on men's jobs. Said seniority would hold and on return of soldiers after war those with least seniority would go out (men and women alike)

Erhman - Thinks many of men's jobs not suitable for women (Mentioned gas engine department.) Did not seem to have any objection to women continuing on present jobs according to seniority.

b. Equal pay

Matchey - Thinks women should get the rate of job. Said that they had had a good deal of trouble with company in regard to equal pay for women.

Gallagher - Attitude of men O. K. - "they have fought for equal pay for women".

Erhman - Favors job classification by rate of job and not sex.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Briggs & Stratton Corp.
2. Address Milwaukee, Wis.
3. Product Small gasoline motors, locks and switches for autos, magnetos.
4. How long since union had contract in this plant: 1937
5. Payment of dues: checkoff ____ Steward ____ Other (specify) Pay at Union Office
6. How long women in this plant members of union: Since 1936
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      No. men N.R. No. women ____
   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____
   c. Shop steward: No. men 16 No. women 8 or 9
   d. Grievance committees: No. men ____ No. women ____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

No separate committee)

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Punch & Drill Press	5	35	1*	1 (for women)		
	(Women in all Departments in plant)			(Only 1 woman steward in plant)		
	1* for men in this and Die Casting Dept.					

e. Other union committees in plant; their functions; and state if women are members:

Transportation Committee

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Erhman Union is trying to get job classification in which will eliminate job classification by sex.

b. Training and upgrading opportunities:

Matchey - Said that the union is working to get the jobs classified so that upgrading can be done. Now none done. Company hires new people and places on any job at any time and insists that this is their right.

Gallagher - Little upgrading done - men or women. Women just stay on same jobs.

c. Seniority rights:

Belknap - Women have same seniority rights as men

Erhman - Union secured some seniority rights for women as for men

d. Special activities in regard to community services:

None other than participation in Transportation Committee
Work in plant in cooperation with company

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2.)

b. Equal pay

Matchey - Said that he thought there should be one seniority list and no separate jobs for women and that women should get equal pay when on same work as men.

(See Page 2.)

c. Other

Matchey & Erhman - both said that if woman was elected to Executive Board would result in much jealousy on part of other women. Matchey said had more trouble with women stewards than men due to jealousy and said dues dropped off when woman steward elected

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Gallagher - Believes in the Union. Seemed to have no criticism of job union is doing. Says the union has to fight the company as no cooperation is given. Union has secured some improvement in facilities for women.

Belknap - Union has done much for women. Secured fairer treatment; better facilities (had no place to eat lunches before - now have a lunch room); secured wage raises and handles grievances.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes __#__ No____

b. Men's jobs on which women are employed? Yes__#__ No____

c. Are inexperienced men and women generally started on same job?
Yes____ No__#__

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No__#__
(2) For "men's" jobs on which women are employed? Yes___ No__#__

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes__#__ No_____

b. By bargaining? Yes____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Gallagher and Erhman - All women's jobs pay less than men's. Is due to company's refusal to classify jobs and give women the rate of job.

Erhman - Women's rates are lower than men's.

5. Seniority:

a. Are seniority lists maintained:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

Women have never been promoted to supervisors' jobs in this plant. Matchey said that the reason was that women would not take orders from women.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd_____

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men # Women #
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence #
(1) If yes, what is time limit? Decided in each individual case. If department is not busy do not urge women to come back as soon.
(2) Are seniority rights retained? Yes # No
(3) With pay? Yes (specify length) _____ No #

Leave may be taken and seniority retained up to half of the length of time a worker has been in employ of company. (If employed 10 years seniority may be retained 5 years)

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) _____

b. Piece # _____

2. Are any occupations and rates specifically listed by male and female:
Yes # No

3. If so, in how many such listed occupations are rates:

a. Same for male and female None
b. Lower for female All women's jobs lower
c. Higher for female None

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Clifford Matchey
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires July 1, 1944 (Now negotiating changes in contract)

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other Exclusive Bargaining Agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 65¢ Women 48¢

b. Automatic progression policy: Yes # No _____
(1) If such policy, same for women as for men: Yes _____ No #
If policies differ, explain:

Women begin at 48¢ and in three months are increased to 55¢
Men begin at 65¢ and in three months are increased to 70¢

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:

In provisions for starting rates and minimum rates.
(Contract pp. 6 and 7)

e. Mention of women in contract? Yes # No _____ Explain:

(See "d" above.)

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide ____#____ If so, by sex Yes____ No__#__
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No__#____
(2) lay-off Yes_____ No__#____
(3) rehiring Yes_____ No__#____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No__#__
(1) Maximum length _____
(2) Length of service necessary to get maximum _____

d. Does contract provide for paid vacations: Yes__#__ No_____
If yes, state provisions.

(All hourly paid employes who have seniority on May 1,1943, and who have worked for the Company more than 600 hours between May 1,1942, and April 30,1943, inclusive, are entitled to a vacation with pay at a rate equivalent to their average hourly earnings during that period.)

F. War Labor Board Case

1. Title of case Briggs & Stratton Corp. Milwaukee, Wis. and U. A. W. A. #232, A. F. of L. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board _____, National Board #_____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #_____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Union requested equal pay for women on men's jobs. In August 1943, Regional Board ordered reclassification of all jobs in plant. Company appealed. In January, 1944 N. W. L. B. ordered reclassification of jobs to be completed by January 29th. Company appealed again.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Aug.5,1944

Plant involved A.O.Smith Corp.

Name, title, address AND DEPARTMENT of persons interviewed Contract Attached

Mrs. Louise Cox, Shop Steward, Dept.120, 2218 N. Hubbard St., Milwaukee, Wis.
Mr. Harold Weiland, Chairman of Bar. Com., 2608 N. 40th St., Milwaukee, Wis.
Mr.Felix Reisdorf,Fin.Sec'y.,3310 N. 27th St., Milwaukee, Wis.
Mrs. Madeline C. Albright, Member of Education Committee, Safety Inspector (Night Shift)
4728 W.Garfield,Milwaukee,Wis.
Mrs.Barbara Kelly,Steward,Saw Operator,Tool Room,Member of I.A.M.,#66,
3595 N. 22nd St., Milwaukee, Wis.
Miss Florence Kelly,Shop Steward,Delegate to Federated Trades Council,3410 A.N.40th
Miss Betty Mallman,Shop Steward,Office Worker,Plant Personnel Office, Milwaukee, Wis.
2327 W.Michigan,Milwaukee, Wis.
Miss Katherine Lecher,Steward,Welder,5365 N.Sherman Blvd.,Milwaukee,Wis.
Mr.Claire N.Smith,Bus.Rep.of I.A.M.Dist.10,Local 66,951 N.4th St.,Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. * Name of Union Smith Steel Workers Union, Affiliation A.F.of L.
2. Local No. 19806 Address 3310 N. 27 th St. Milwaukee, Wis.
3. How long local organized? Since 1934
4. Type of worker: (1) productive #; (2) clerical #; (3) maintenance #
5. How long women members? Since 1942
6. President's name and address, if not listed above Warden Roberts, 5272 N. 31st St., Milwaukee, Wis.
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
A. O. Smith Corp.	12,000	3,000	11,250	1500

(Approximate figures)

8. Union cost to worker:

	Men	Women
a. Initiation fees	2.00	2.00
b. Dues (specify period covered) per mo.	1.00	1.00
c. Fines (" what for)	Fine of $5.00 if do not attend 1 meeting in six months.	
d. Other		

* Contract also covers members of several craft unions - IAM Disct.10, IBEW and others (See Contract of page 3). The IAM has women members ✓ (included in figures above) Other craft unions have none or very few.

9. Women's local union activities:

a. Union committees on which women serve:

Service Men's Committee
Sick & Death Committee

b. List other committees:

Auditing Committee
O. P. A. Committee
Legislative Committee

c. Local union offices held by women:

None (Two women were on Negot. Committee last year)

d. Attendance at union meetings:

Only a few attend
(An average of 5% of members - men and women attend meetings. About 2% do the work of the union)

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Athletic program - women's ball teams. 1 woman elected to go to Madison Workers school but at last minute she dropped out.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Weiland - Stated that he expected that force of employees would be cut to 8000 which would eliminate all women. Also said that union was considering giving seniority to returned service men, who had never been employed in plant ~~but~~ who had never been employed full time in any other plant, equal to the number of months they had been in the service. (Mr. Weiland did not seem to be concerned about the effect of this on the women)

(Continued on back of this page)

b. Equal pay

Weiland - Thinks company's evaluation plan, which is basis for lower rates for hourly rated women's jobs, is very good. However he admitted that he believed the women must have improved and then said that they would ask for re-evaluation of those jobs.

(Continued on back of this page)

Continued from Page 2

11 - a. He stated that the office workers were low paid and that the Union would request increases for them.

Albright - Reported that men officers were quite considerate of women "in some ways" but that she did not think they wanted women to remain in the plant.

Reisdorf - Stated that "they were considering what to do about seniority problems". Felt that of 1000 men were hired after 1000 women. The women should be laid off first. He said that they had in mind change to separate seniority for women but that they "didn't have the nerve to suggest it". Feels that men have more responsibility - that responsibility should not affect seniority as between men and women.

Claire N. Smith - Is sure that all women will be out of plant (excluding office employees) after war due to cut in production. However he said, in the IAM, the women and men would be laid off by seniority which is not based on sex.

Barbara Kelly - Thinks that men do not want women to remain in plant.

11- b

Reisdorf - Said that he thought women should get equal pay where do same work men did. He thought company had done a good job on the job evaluation and said that WLB thought it good. (See samples of Comparative Charts - attached). However he thinks there has been a change, that women have improved and in some instances women do more than men, have better attendance, etc. - so they should ask for re-evaluation every six months.

Women interviewed think that men do not demand enough for women or that they are not so interested in getting more pay for them .

Barbara Kelly (IAM Member) - Said she thought the men did not want the women to have same pay or to advance.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant A. O. SMITH COPR.

2. Address MILWAUKEE. WIS.

3. Product Bombs, torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil line

4. How long since union had contract in this plant: Since 1934

5. Payment of dues: Checkoff _____ Steward # ____ Other (specify) Pay at union meetings

6. How long women in this plant members of union: Since 1942

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # _____ No _____

No. men 17 No. women 0

b. Labor management committees: Yes # _____ No _____

No. men 20-25 No. women 0

c. Shop steward: No. men 197 No. women 18

d. ~~Grievance committees~~ "Contact Board": No. men 7 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
(Company operates number of plants and reports on departments where not accurate or clear)						

e. Other union committees in plant; their functions; and state if women are members:

None reported

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Weiland - Stated that they had accepted the company's job evaluation plan and lower rates for women based on it. He thought it was well done.

Reisdorf - Stated that negotiations were beginning on new contract and that company would be asked to re-evaluate women's jobs. He said that company had, at first, evaluated the jobs on a 10 point basis but they Union objected and got it down to five. The Union had asked the WLB for opinion on the job evaluation plan of the company - whether they thought outside engineers

(cont'd on back of this page)

b. Training and upgrading opportunities:

Albright - Most women usually stay on one job but when work changes there are many transfers. Transfers may be to lower paying job and there is no guarantee of getting old rate.

Reisdorf - No in-plant training or upgrading program

c. Seniority rights:

Albright & Weiland - Women have same rights under union contract as men do.

All persons interviewed reported that seniority rights were same for men and women

d. Special activities in regard to community services:

None reported.

Cont'd from page 4

could not do a better job and the reply was that this was better than they would be likely to get done by hiring someone from outside.
Said that only one job had been re-evaluated (See samples of job evaluation:- attached)

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Albright - Stated that women for most part were thinking that the union did nothing for them. The reason is that the women work only 7½ hours, with no overtime and get so much less money than the men. She said, [redacted] that women wanted overtime but that when they asked about it at the union meetings the men always said that the women were not allowed to work overtime because of the State law.

Florence Kelly - Said she was "all for the Union" but that it was a "lame duck" - did not ask for enough.

Betty Mallman - Said she was formerly against the Union but now she was very interested in it. She said the problems of office workers got little attention at union meetings - that she wanted to present problems but just couldn't do it. She felt that problems in plant seemed more important but yet their problems were very important to them. She thought that separate meetings for office workers would make it possible for the Union to do more for the office women.

Barbara Kelly - Is interested in the Union but doesn't understand why the women are not on classified jobs. Has not seen job evaluations. Says men say women are not worth more than they are getting. Thinks Union could do more to get women advanced.

Louise Cox - Believes in Union but thinks it should do more for women. Thinks men do not believe in equal pay, although several men have spoken strongly in favor of equal pay.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No #____

b. Men's jobs on which women are employed? Yes #____ No_____

c. Are inexperienced men and women generally started on same job?
Yes #____ No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #____
(2) For "men's" jobs on which women are employed? Yes #____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes #____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Weiland and Albright - Yes - on hourly paid jobs.
On piece work jobs - No.

All women interviewed said that women on hourly paid jobs got less than men. (Agent saw complete set of evaluations of women's jobs and all were rated lower for women)

Lecher (Welder) Said women welders put out more than men but got less pay. She formerly worked on carbide tool grinding and got less pay than men although she did the same work as men.

Florence Kelly - Thinks Union should do more. She said the women stewards had never been shown the job evaluations - that she "guessed the men kept that to themselves".

Barbara Kelly - Thinks Union is a good thing. The only way to get advances is through the Union but she does not understand why women are not classified - why they only get 81¢.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 # (In some plants

a. Check shifts on which women are employed: 1st # 2nd # 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men No Women Yes
(2) By deduction for amount of time involved: Men No Women Yes

Men have one 6 minute period paid for; Women have two ten minute periods paid for, and thirty minute lunch period, not paid for (+12' lunch period)

(See Job Evaluation Sheets Attached)

8. Lunch periods:

a. Length of lunch period: Men 12 Min. Women 30 Min

b. Paid for: Men Yes Women No

c. If sex differential, give reason

Women would be paid for shorter lunch period but state law requires longer lunch period for women

9. What is plant practice in regard to pregnancy:

a. No policy:_____

b. Discharge:_____

*c. Leave of absence # (Upon request)

(1) If yes, what is time limit? Not definite

(2) Are seniority rights retained? Yes_____ No_____

(3) With pay? Yes (specify length)_____ No_____

*Women work on as recommended by doctor then quit

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # (Not much over 50%)

b. Piece_____

2. Are any occupations and rates specifically listed by male and female:
(Piece work jobs not listed by sex) Yes # No_____

3. If so, in how many such listed occupations are rates:

a. Same for male and female Piece work jobs - a little less than half of women's jobs.

b. Lower for female All hourly rated jobs (Something over 50% of women's jobs)

c. Higher for female None

B. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with Harold Weiland
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires July 31, 1944

c. Kind of contract: (Check)
(1) Closed shop OR UNION SHOP
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No # (Not in contract but is not same)
(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No # (Not in contract)
(1) If such policy, same for women as for men: Yes_____ No_____
If policies differ, explain:
(Not in contract but, in practice is not same on hourly rated jobs.)
Men begin at rate of job, in two months are increased 5¢; and in ninety days are increased 3¢;
Women begin at 60¢, in two months are increased 8¢ in 90 days - 3¢; and in four months 4¢

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes_____ No #
(2) By equal pay clause: Yes # No_____
(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #
If so, explain:
Not in contract itself but in job evaluations and rates - yes.

e. Mention of women in contract; Yes # No_____ Explain:
Under Clause 2A - Evaluation of Jobs - Company agrees to equalize pay of women workers on basis of WLB Directive in GMC case.

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS: [redacted]:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers (DURATION) _____ If so, by sex Yes_____ No_____

If by sex, explain:

Lists are kept by department (Contract - page 13)
Seniority is plant wide (Contract-page 11)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

For all employees with twelve (12) months or more of accumulated service one week five days, forty hours). For all employees with sixty (60 months or more of accumulated service two weeks (ten days, eighty hours) except employees covered by Article 13 Paragraph B.

For all employees receiving no time allowance except as provided by Federal Laws one week (five days, forty hours) after twelve (12) months of accumulated service, two weeks (ten days, eighty hours) after twenty-four (24) months of accumulated service.

F. War Labor Board Case

1. Title of case A. O. Smith Corporation and Smith Steel Workers Union, Local No.19806 Regional number NR

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date) 9-18-43, National Board (date)_____

3. Type of case: Voluntary_____#_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract. Involved approval of evaluations of women's jobs as agreed to by company and Union

5. W.L.B. Ruling:

Contract approved (See attached copy)
Job evaluations approved as requested.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

   Women received increases

A. O. SMITH CORPORATION
Milwaukee, Wis.

I. COMMENTS:

A. - - - - Activity of Women in Union Affairs.

Albright:

Reported that women do not take very active part in the work of the Union. She thinks that women are exploited. That they do as much work in seven and one half hours as men do in eight. She had never seen any of the job evaluations and said the Union leaders "Kept the rates and job classifications to themselves".

She thinks a good many women are influenced by the foremen and so they will not protest or complain.

She also stated that little attention was given to placement of new employees

B. Production & Rates of Pay:

Lecher - welder. Women put out more than men on welding jobs. Formerly worked on carbide tool grinding (hourly paid job). Said women did same work as men on that job but were paid less.

Florence Kelly - Inspects propellor blades. She said that women on this job put out more than men and "were more steady".

She now makes 91¢ per hour (which includes a merit raise) and the men on this job get $1.05 to $1.13 per hour.

Mallman - Office worker, plant personnel office - stated that women in her office averaged from 65¢ to 68¢ per hour and the men from $1.00 to $1.50. Says she does same work as man she replaced. Has been asking for equal pay for women and will take it to Union if company refuses. So far they have refused. Was very glad to have the W. B. litersture and asked for 25 copies of Equal Pay Bulletin and Leaflet; Suggested Contract Provisions and Special Bulletin No. 18 for the girls in her office. Said they would read them. Some of the office workers are not interested but she is a strong believer in the Union, [redacted] she "just somehow can't get up and present their problems at the Union meetings". Feels that the shop problems are so important that the problems of the office workers may not seem so much so. However, they seem very important to the office workers. For this reason feels they need separate meetings for the office workers.

Claire N. Smith - Bus.-Rep. I.A.M., District 10, A. F. of L. The I.A.M. has members at A.O.Smith plants in the tool rooms and has the oilers in Maintenance (25 women, 74 men). Estimates that force will be cut to about 7000 which will eliminate the women because they have not enough seniority. Stated that company had 5656 employees in February, 1942 and that their estimate was that they might retain 25% above this number in the post-war period. Stated that the I.A.M. policy was that if women replaced men they should get the man's rate. Company evaluated women's jobs, Union checked them, and a differential was established but in case of complaints coming up they agreed to re-investigate.

Beginning rate for (I.A.M. Members)
Men - 81¢
Women - 60¢ after 2 mos. advance to 68¢; 3 mos. to 71¢ and 4 months to 81¢
Then when they get sufficient training the women may be "classified" @ 86¢
Rates - Class C Specialists (no women classified)
Men 93¢ - $1.05
Women 86¢ - .98
Oilers
Men 93¢ - Women 88¢
(Mrs. Kelly said that women oilers only got 86¢)

Mr. Smith said, when discussing the Suggested Contract Standards Leaflet, that he opposed the equal starting rate for women.

Barbara Kelly - Saw operator in Tool Room. Thinks Union should see that women get more pay. The men have more training and could do work on other machines but she, herself, replaced a man who was a tool die maker but who had been on his job for three years at $1.25. She gets 81¢. She said the women could not read blue prints and men could. She thought the differential was too great and that the women should be advanced. She said none of the women had been classified and they did not understand why. Women are not given opportunity to learn to operate other machines. Has never seen job evaluations.

Louise Cox - X-Ray technician, Men were upgraded and women placed on jobs in this Department. Women did same work. Then changed her job to include very large tubes which were really too heavy for a woman to push around on carriages. Girls wanted her to refuse but she thought it would have effect of lowering women's rates so she went ahead and did it. It hurt her but then the job was re-engineered and now she only has to "push a button". In this department men begin at 80¢ and women at 65¢. She wants to ask for equal pay but other women are inclined to accept an 8¢ increase. She said the W. B. literature was just what she needed and requested copies for women in her department and also for some of men, Union representatives (?), who had spoken strongly for equal pay at Milwaukee Federated Trades Council.

c. Seniority and Continued Employment of Women:

Florence Kelly - Said women were very interested in seniority question.

Reisdorf - Thinks labor force will be cut to 8000 - 10,000. Have 11,000 men in service and only two reported killed so far.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent McDagwell Date Aug.28,1944
Plant involved Rockola Mfg. Co.
Agreement Attached

Name, title, address and department of persons interviewed

Mr. Lee Rogers, Pres., 3445 Jackson Blvd., Chicago, Ill.

Mrs. Florence Harris, Recording Secretary, Lathe Operator, 2626 N. Richmond St., Chicago, Ill.

Mrs. Lucille Graziano, Vice Pres., Member of Shop Com., Lathe Operator, 3316 W. Chicago Ave., Chicago, Ill.

Mrs. Mabel Rogers, 3445 Jackson Blvd., Chicago, Ill.

Miss Irene Nattles, Secretary at Union Office, 3450 W. Chicago Ave., Chicago, Ill.

Mrs. Maude Antronetti, Member of Shop Committee, 526 N. Albany Av., " "
Mr. La Fonte, Bus. Agt. 3450 W. Chicago Ave., Chicago, Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A.F.L.

2. Local No. 1628 Address 3450 W. Chicago Ave., Chicago, Ill.

3. How long local organized? December 31, 1942

4. Type of worker: (1) productive 1 ; (2) clerical ____ ; (3) maintenance 1
Organized in separate local.

5. How long women members? December, 1942

6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Rockola Mfg. Co.	262	487	184	136

8. Union cost to worker:

	Men	Women
a. Initiation fees	Skilled Trades $8.00 Production workers $5.00	Same
b. Dues (specify period covered)	$1.50 per mo.	$1.50 per mo.
c. Fines (" what for)	None	None
d. Other	None	None

9. Women's local union activities:

a. Union committees on which women serve:

Women on Shop Committee. No other committees

b. List other committees:

None
(Did have Entertainment Com. but none since lay-off.)

c. Local union offices held by women:

Vice President,
Recording Secretary
Members of Board of Trustees

d. Attendance at union meetings:

Women attend better than men
Neither men or women attend very well unless there is issue of importance to be discussed.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None - Officers and leaders think of interest and participation in terms of attending meetings

Lucille Graziano said she would like to have any information about methods of interesting the women.

Mr. Rogers stated that ~~the~~ may the local had secured the interest and participation through its good shop stewards; effective handling of grievances; by stopping favoritism and the elimination of job classifications by sex. Mrs. Antionetti said same.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Lucille Graziano reported that the women had equal protection with men for continuing on the job. She and Mrs. Harris stated there had been no discrimination against the women in the recent lay-off. L. G. said that she thought that about half of the women who had been employed would not want to continue working after the war. Many are working for patriotic reasons or to buy things for their homes. (Continued on back of this page)

b. Equal pay

Lucille Graziano said that job classifications had been by sex before the union organized the plant and that this was eliminated in the union's first contract.

Mr. LaZonte said that he and other Intrl. Union representatives felt that rate of job should be maintained. He said that they were negotiating new rates for furniture dept. employees now.

Continued from Page 2.

11.

a.

Mr. Rogers stated that the lay-off had been without discrimination (See comments attached)

Mrs. Rogers said that there were many women who, like herself, would not wish to continue working after the war.

Mrs. Harris said that the union had really fought for equal pay (rate of job) for women.

Mr. La Fonte stated that seniority should be the same for men & women — that in many cases married women needed to work — that by working they had been able to raise the standard of living for their family which was a good thing.

Antionetti — thinks attitude of men will depend on whether there are enough jobs in the post war period — if not they will want men to replace the women.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Rockola Mfg. Corp.

2. Address 800 North Kedzie Ave., Chicago, Ill.

3. Product Munitions, ammunition boxes, upholstered furniture, coin operated phonographs, Airplane parts (Contract work for Emerson, Packard & Crane Co's.)

4. How long since union had contract in this plant: 1943

5. Payment of dues: checkoff ____ Steward # Other (specify) Pay at Union office and at meetings.

6. How long women in this plant members of union: December, 1942

7. Were women employed on production in this plant in normal times: Yes

8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes # No
"Shop Com."
No. men 5 No. women 2

b. Labor management committees: Yes ____ No #
No. men ____ No. women ____
Had a L.M. Committee about three months. Then lay-off took place. Also new Personnel Director refuses to have one.

c. Shop steward: No. men 7 No. women 7

d. Grievance committees: No. men ____ No. women ____
Handled by Shop Committee
If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
NR.						

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:
All officers interviewed stated that union had established equal pay policy when it organized, eliminating the job classification by sex and securing rate of job for women.

b. Training and upgrading opportunities:
Lucille Grasiano reported that men were upgraded but not the women
Maude Antionetti said there was not much opportunity for upgrading. She did say that union did not allow women to ~~[illegible]~~ do set up on the machines

c. Seniority rights:
Officers interviewed reported that the Union had secured same seniority rights for men and women. The Union Committee checked over the classifications made by the company and they felt that the lay-off had been handled fairly. They said that they did not wish to uphold workers who had not been responsible on the job

d. Special activities in regard to community services:
None reported
Antionetti — thought day nursery needed in section of city near plant — Union has not done anything along this line.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mrs. Harris said that large number of women did not recognize that the Union had done anything for them and did not like it. This group does not attend meetings and so are not informed of what union does. She said the Union had fought for equal pay.

Lucille Graziano said the Union had done a good job for the women but that women had not received promotions and that the men in the Union approved of this.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ____ No # (No job classification by sex.)

b. Men's jobs on which women are employed? Yes # No (Women have replaced men in furniture department)

c. Are inexperienced men and women generally started on same job? Yes # No____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No____

b. By bargaining? Yes____ No____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
None of persons interviewed felt that majority of women had been kept on lower paid jobs except Mrs. Graziano who stated that women were not upgraded to better jobs.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mrs. Antionetti said that this was not done — that men's jobs were different, more lifting to be done & only men on set up. However, she said women were not allowed by union to do set up work.

5. Seniority:

a. Are seniority lists maintained:

(1) by department* # If so, by sex Yes____ No #
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

*Seniority by dept. but no lists kept. — Will have provision for in new contract. Will be plant wide in new contract.

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

Mrs. Graziano felt that the men Union leaders had approved discrimination against women in giving promotions.

6. Placement on shifts: Number of shifts plant operates: 1 ✓ 2 ✓ 3 Few

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd____

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

*a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

*Formerly had rest periods for women and these were eliminated. Women like it better without formal rest periods.

8. Lunch periods:

a. Length of lunch period: Men 30 Min Women 30 Min
b. Paid for: Men Yes Women Yes
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: No

c. Leave of absence #
(1) If yes, what is time limit? 4 mos.
(2) Are seniority rights retained? Yes # No _____
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # Incentive (See page 4 of Contract)

b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Leo Rogers, President
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires August 30,1944 - Automatic renewal unless either party gives notice of desire to modify.

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men:* Yes # No
(1) If not, rates: Men Women

* Antionette said that in practice only boys could be hired for 66¢ — men are paid more — claim they have experience

b. Automatic progression policy: Yes # No
(1) If such policy, same for women as for men: Yes # No
If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #
(2) By equal pay clause: Yes # No
(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #
If so, explain:

e. Mention of women in contract? Yes # No Explain:
In equal pay clause (Contract - p. 2)
In Maternity clause (Contract - p.16)

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex Yes____ No #
*(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____(No provision)
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision _____
(2) Length of lunch period: Men 30 Min. Women 30 Min.
(3) Paid for: Men Yes Women Yes

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____
(1) Maximum length Seven Months
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
After one year's service and if have worked forty weeks entitled to one week with pay.

*If lay-off occurs in one department and another department needs additional workers, laid off employees will be given opportunity to work before new employees are hired.

F. War Labor Board Case (No W.L.B. case reported affecting women separately - Equal pay clause in Contract)

1. Title of case _____ Regional number _____

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

ROCKOLA MANUFACTURING COMPANY

COMMENTS:

LAY-OFF AND RE-EMPLOYMENT OF WOMEN EMPLOYEES

Mr. Rogers and Lucille Graziano reported on the methods used in laying off 500-600 employees (90% women) during April and May. The Company classified all employees, men and women, according to their work records, giving consideration to such points as attitude, ability, aptness, absenteeism. In resuming production on peace time products - furniture and phonographs - employees who were in A & B classifications, 300-400 men and women, were recalled. As more workers were needed some of those in C & D classifications were called back but these were given warning and placed on probation for a certain period. It is thought that the company has plans for expanded production which will take care of all employees who wish to continue working. However, those who were most irresponsible and who were absent from work too often will not be called back.

NEW JOBS FOR WOMEN

Jobs for women changed with the lay-off. About 200 inspectors, the majority women, were needed before and only 80 are employed now. In the furniture department where only men (organized in the upholsterers union) were employed before the war. Now 35-40 women have been put in on a line system so that each does only a little part of the job. Very few men are employed in this department now.

Rockola Mfg. Co.

Comments:

Mrs. Graziano was very interested in information which agent could pass along as to what other local unions had reported that they were doing to increase the interest of women members. She thought a shop paper would be very helpful in the Rockola Local as many of the women do not attend meetings.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Aug.29,1944
Plant Involved G.E. X-Ray Corp.
Agreement Attached

Name, title, address and department of persons interviewed

Mr. Edward Lense, Recording Secretary, 6042 S. Richmond St., Chicago,Ill.

Miss Kay Patterson, 138 S. Western Ave., Chicago,Ill.

Miss Henrietta Gawel, 1911 W. Crystal St., Chicago,Ill.

Mrs. Anne Wilkerson, (Former Recording Sec'y & Shop Steward),2134 W. Superior St.,Chicago, Ill.

Wm. Cypcar, Pres., 113 S. Ashland Ave., Chicago, Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. A. M. Affiliation A. F. of L.
2. Local No. 1696 Address 113 S. Ashland St., Chicago,Ill.
3. How long local organized? Since 1942
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? Since 1943
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
G. E. X-Ray Corp.	900	450	800	100

8. Union cost to worker:

	Men	Women
a. Initiation fees	$5.00 (Includes 1 mo. Free Dues)	$5.00 (Includes 1 mo. Free Dues)
b. Dues (specify period covered)	(Skilled Trades $1.00 per mo. Production " 1.50 " " Semi-Skilled " 1.75 " ") $2.00	Same as men
c. Fines (" what for)	None	
d. Other	None	

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Attendance of men and women poor.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Cypear - "Women should be out of plants". They are interested in money only. They don't catch on - don't buy own tools and are always borrowing. Some few do a good job but too many not interested,

(See p 5 - 10-a)

b. Equal pay

Cypear - said that the rate of job has been maintained. Then he asked "How can you work out equal pay for women in a job shop where work is changing constantly?"

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant G. E. X-RAY CORP.
2. Address 2012 W. Jackson Blvd. Chicago, Ill.
3. Product Diathermy & fever cabinets, medical and X-Ray apparatus, vacuum tubes
4. How long since union had contract in this plant: Since September, 1943
5. Payment of dues: checkoff ____ Steward # Other (specify) Pay at meetings
6. How long women in this plant members of union: Since 1943
7. Were women employed on production in this plant in normal times: Very few(25-30)
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
      "Shop Committee"
      No. men 5 No. women 0

   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____

   c. Shop steward: No. men 25 No. women 3
      (Cypear said he had just "fired 2" as they had not done a good job. He said that they made a point not to use women. Only 3 women stewards are active now.
   d. Grievance committees: No. men 5 No. women 0

   If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Tubes	"few"	400				
Screw Machines	NR	"a few"				
Machine Shop	NR	NR				

e. Other union committees in plant; their functions; and state if women are members:

Safety and Health Committee

9. Union program for increasing women's participation in union activities (give source) such as: - Women interviewed reported that union, not having a closed shop is not too strong. Has had no clearly defined program for increasing women's participation.

a. Equal pay for equal work:

Women reported that Union agreement provides for same rate of job for men and women.

Gawel - said that she thought that women replaced men on some jobs in tubes and were doing the same work the men had done for lower rates. She did not know what the rates had been for the men but did not seem to think the Union officers had been on the alert to find out whether this was done.

Lense - said that upgrading was not done by seniority but just as foreman chose. A few women have been upgraded to screw machine and drill press jobs.

b. Training and upgrading opportunities:

Cypear - said that there was not much opportunity to upgrade due to fact that this was a job shop.

c. Seniority rights:

Wilkerson - Does not think seniority provisions and practices are very clear.

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mr. Lemse - said that following World War I, the Company did not follow seniority in lay-offs and he felt that the Union was not strong enough to prevent favoritism again. He does not oppose women staying in the plant and favors straight seniority for all.

(See p 2)

b. Equal pay

(See p 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Gawel - The Union secured an increase in the starting rates (from 50¢ to 60¢) and many women who had started at 50¢ got back pay.

Patterson and Wilkerson - Working conditions need improving. Women's rooms overcrowded, insufficient number of facilities for women, no lunch room and sandwiches brought in are of poor quality, not enough stools and women have to stand to eat lunch as men take off stools that are there, only one electric fan in machine shop and men take that off -- The Union has not put up a fight for improvements.

Wilkerson - Said that Union President had been criticised openly at Union meetings for "playing up" to company and not pushing sufficiently in interest of Union members. Reported that "Men do not want women on the Committee" and said that "women should be on the Committee. Stated also that she had had strong interest in the Union but she felt that not enough was accomplished. That the Union officers always said "Wait, wait" when women had complaints and that then a year passed and nothing was done. She said that when she turned in her steward's button last week Mr. Cypear said he guessed it was best since she was the only woman steward

Patterson - Said Union had stopped company from continually raising production quota (with the bonus too low for the women to make good money). The Union secured an increase in bonus rates so that they now can make good money. Also the Union secured vacation with pay.

(Over)

Cont'd. from Page 5.

11.

All women interviewed said that women did not stick together, The majority would not join the Union, they "just cut each others' throats". They said the Union had had dances and they were well attended but this did not result in interesting or getting support for the Union by the women.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes _____ No # (Jobs not listed M. & F. but ~~men~~ jobs for women are referred to as "women's jobs" in contract

b. Men's jobs on which women are employed? Yes # No _____ (See Contr. p. 6) (Women have replaced men on jobs.)

c. Are inexperienced men and women generally started on same job?

Yes _____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No _____
(2) For "men's" jobs on which women are employed? Yes _____ No _____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No _____

b. By bargaining? Yes _____ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Women interviewed did not feel that this had been done. Wilkerson said that in machine shop jobs have A,B,C, & D. classifications and women are all in B Classifications as they do not do set-up. She said that women did not want to learn to do all of set-up work. They could learn but some of jobs If so, comment on reason - lack of experience, suitability of job, sex prejudice, other. (cont'd on back of this page.)

Cont'd. from Page 6.

are too heavy. She hurt herself one time in lifting (49 lbs.) Rates have been set so that majority of women could not make any bonus - so they make just the 65¢ day rate. Jobs are being retimed now-

5. Seniority:

a. Are seniority lists maintained:
(1) by department # If so, by sex Yes____ No #
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers If so, by sex Yes No
(No lists kept as far as persons interviewed know but they reported that seniority was departmental.)
If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No____
(2) lay-off Yes____ No #
(3) rehiring Yes____ No #

If yes, explain:
Favorites of foreman promoted.

6. Placement on shifts: Number of shifts plant operates: 1 ✓ 2 ✓ 3 Make up shift

a. Check shifts on which women are employed: 1st ✓ 2nd ✓ 3rd Some in tubes

b. Does placement depend on seniority: Yes____ No #
Explain:

7. Rest periods:
a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. *Leave of absence Yes, upon individual request
(1) If yes, what is time limit? 90 days
(2) Are seniority rights retained? Yes # No
(3) With pay? Yes (specify length) No #

* (Will have maternity clause in new contract).

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #(Production bonus)

b. Piece

2. Are any occupations and rates specifically listed by male and female:
Yes No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Edward Lense
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires September 20,1944

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No # (Asking for this in new contract)
(1) If such policy, same for women as for men: Yes # No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes # No _____
(3) By rate of job regardless of sex: Yes # No _____
(In agreement on job classification and rates - Copy not available)

d. Does contract openly discriminate against women? Yes _____ No #
If so, explain:

e. Mention of women in contract? Yes # No _____ Explain:
p6. Provision for equal pay; guaranteeing men their regular rates of pay when temporarily placed on work performed by women; that such jobs will not be considered men's jobs; and that when a job is broken down for women rate shall be comparable to rates on similar work performed by women.

3. Seniority:

a. Provisions regarding seniority lists: (No provision for "lists" in Contract)

(1) by department _____ If so, by sex Yes_____ No_____
*(2) plant wide # (Apparently they read "by department") If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary (duration) and/or regular workers_____ If so, by sex Yes__ No___
*(Apparently they reported as departmental). (See Plant Practices - p.7)
If by sex, explain: plant wide through

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #_____
(2) lay-off Yes_____ No #_____
(3) rehiring Yes_____ No #_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes #_____ No_____
(1) Maximum length 90 Days
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes #_____ No_____
If yes, state provisions.

After 1 year's service entitled to one week (40 hours with pay)
" 5 years' " " " two weeks with pay.

(See Contract, p. 11).

F. War Labor Board Case - No cases reported as affecting women separately. Equal pay clause in contract. (See attached copy).

1. Title of case _____ Regional number _____

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

COMMENTS:

Information was given to Mr. Lense as to how the Union could get a safety inspector from the State Department of Labor to come and make an inspection in connection with certain conditions.

Indirectly suggestions were given to women as to procedure to be followed in getting Union to take up some of their complaints as to no lunch room, poor food service, insufficient number of facilities. It seemed that the women had complained to foreman but had not used Union grievance procedure. Information was given about another Local which agent had visited which had secured a lunch room for the women and another case where Local was demanding Cafeteria Service.

Question of the need for the Company and Union to evaluate women's jobs and to give opportunity for women to get more training so that they could do more of jobs, as changes in work take place, was discussed with Mr. Cypcar.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M. Bagwell Date Aug. 27,1944
Plant Involved S.Buchsbaum & Co.,
243 E. Huron St.,Chicago, Ill.

Name, title, address and department of persons interviewed

Sam Lederman, Bus. Mgr., 209 W. Jackson Blvd., Chicago, Ill.

Sidney Garfield, Bus. Agt., 209 W. Jackson Blvd., Chicago, Ill.

Mrs. Bessie Neeley, Sec'y. and Ass't. Chmn. at 26th St., Shop Plant,346 E. 46th St.,Chicago,Il

Mrs. Lee Davis, Office Worker, Executive Board Member, Filing Dept., 604 So.Western Ave., Chicago,Ill.

Miss Rosebud Jones, Inspector, 346 E. 46th St., Chicago,Ill.

Miss Helen Tankersley, " , 346 E. 46th St., Chicago, Ill.

Mr. Jimmy Whitfield, Vice. Pres.,423 Huron St., Chicago, Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union International Ladies Handbag, Luggage & Novelty Workers Union. Affiliation A. F. of L. (Application has been made by Local 44 and 3 other Chicago Locals for direct charter from A. F. of L. independent of this International)
2. Local No. 44 Address 209 W. Jackson Blvd.,Chicago,Ill.
3. How long local organized? Since January, 1941
4. Type of worker: (1) productive # ; (2) clerical # ; (3) maintenance #
5. How long women members? Since 1941
6. President's name and address, if not listed above Joseph Manardi, 209 W.Jackson Blvd.,Chicago,Il
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Four Plants of Buchsbaum & Co.	200	750	200	750

8. Union cost to worker:

	Men	Women
a.*Initiation fees	Temporary $5.00 - Regular $15.00	Same as Men
b. Dues (specify period covered)	35¢ per wk., if make under $22 per wk. 60¢ " " if make over $22	" " "
c. Fines (" what for)	None	
d. Other	None	

(Over)

Continued from Page 1

8 - A. New employees may become regular members by paying $15.00 but have only temporary status if pay only $5.00 fee.

9. Women's local union activities:

a. Union committees on which women serve:

Finance - (Two women)

b. List other committees:

None

c. Local union offices held by women:

Secretary - 5 (1 Woman) Executive Board Members (Two women)
Delegate to Chicago Federation of Labor (One woman)

d. Attendance at union meetings:

About 40% of members attend, women somewhat better than men.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

No question - Most of work is more suitable for women - Company will not be likely to reduce number of women as expect to continue production on same or expanded scale. Work in plastics will undoubtedly expand.

b. Equal pay

All rates set by rate of job.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant S. Buchsbaum & Co., 245 E. Huron St., Chicago, Ill.
2. Address 245 E. Huron St., Chicago, Ill.
3. Product War Products - Head pieces of plastic material for Electro-Voice (for tanks); poncho coats for army, navy sails, belts, etc.
4. How long since union had contract in this plant: January, 1941
5. Payment of dues: checkoff # Steward ____ Other (specify) ____
6. How long women in this plant members of union: Since, 1941
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No ____
   "Shop Committee"
   No. men 28 (4 plants -) No. women 22

   b. Labor management committees: Yes # No ____
   No. men 6 No. women 2

   c. Shop steward: No. men ____ No. women ____
   Do not have stewards. Have Shop Chairman or chairladies and committeemen.
   d. Grievance committees: No. men ____ No. women ____
   Grievances handled by Shop Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Production workers in four plants*						
Office Workers	(110 men and women)					

* Woman employed largely Negro — placements made by Chicago Urban League
No Negroes in office as yet -
Chairlady at one plant & Vice President of local are Negroes

e. Other union committees in plant; their functions; and state if women are members:

Shop Activity Committee (One woman)

A new form Committee. Function is to contact members in the plants to try to create more interest in the Union

9. Union program for increasing women's participation in union activities (give source) such as: - No special program aimed at interesting women.

a. Equal pay for equal work:
Lederman and Garfield stated that Union had maintained rate of job on all jobs whether performed by men or women.

b. Training and upgrading opportunities:
Garfield:
Union agreement is for upgrading by ability, and length of service, etc. Women have not been held back.

c. Seniority rights:
Garfield:
Do not have seniority provision. Work is divided equally between permanent employees, men and women.
Davie: Seniority does not apply to filling vacancies in grades. Thinks union should ask this.

d. Special activities in regard to community services:
None reported

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Neeley - Women think of union program in terms of wage increases. They know the Union has secured raises.

Tankersley & Jones - Reported that something should be done about working conditions at the Huron Street Plant but that the Union had not taken up these matters. Wash-rooms are unsanitary and a woman is needed to do cleaning. In summer, heat is very bad and plant is very cold in winter. Number of facilities are not sufficient. Other complaints have been taken up with the Shop Chairman (a man) but with no result.

Davis - Thinks office jobs should be posted so that they could be bid on by seniority. Now people have been hired from the "city" instead of promoting girls already employed to better paying jobs. Union has not made any provision for this. She is a strong Union member but finds it hard to interest other girls who soon forget it when the Union secures benefits for them. Was interested in W. B. literature and asked for some of bulletins to give other office girls.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes _____ No # (No M & F classifications)

b. Men's jobs on which women are employed? Yes # No _____ (Only on 1 job - buffing. This considered unsuitable for women due to prestige against body needed in performing work)

c. Are inexperienced men and women generally started on same job? Yes _____ No # (Except for some elderly men)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes _____ No # (2) For "men's" jobs on which women are employed? Yes ____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes _____ No _____

b. By bargaining? Yes # No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
Laderman - Garfield - and Neeley said women were not held back but were on all suitable jobs.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained: (No lists kept)

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers____ If so, by sex Yes____ No____

If by sex, explain: No seniority provisions — work is always equally divided between permanent employees

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No #
(3) rehiring Yes____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No (Except office workers, who have 2-10 min. rest periods paid for)
b. If so, are they paid for: Men No Women No
d. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. Leave of absence Upon request
(1) If yes, what is time limit? Did have 60 day limit but this discontinued.
(2) Are seniority rights retained? Yes # No
(3) With pay? Yes (specify length) No #

Can cover pregnancy

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Sidney Garfield
(2) Verified by reference to contract No
(3) Contract attached to schedule No

b. Date contract expires October, 1945

c. Kind of contract: (Check)

(1) Closed shop or union shop#
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No
(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No
(1) If such policy, same for women as for men: Yes # No
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes No #
(2) By equal pay clause: Yes No #
(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #
If so, explain:

e. Mention of women in contract? Yes No # Explain:

3. Seniority:

a. Provisions regarding seniority lists: (No Provision In Contract)

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #_____
(2) lay-off Yes_____ No #_____
(3) rehiring Yes_____ No #_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #____
(1) Maximum length _____
(2) Length of service necessary to get maximum _____

d. Does contract provide for paid vacations: Yes #____ No_____
If yes, state provisions.
After one year's service - one week's vacation with pay
" five years' " - two weeks vacation with pay

F. War Labor Board Case - (No W. L. B. case reported affecting women separately from men)

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M.Bagwell Date 8/30/44

Plant involved Howard Foundry, Universal Castings Corp. & Coremakers Co.

Name, title, address and department of persons interviewed

Mr. William Mugan, Financial Sec'y., 110-12 S. Francisco Ave., Chicago, Ill.

Mr. Jos. Sharp, Pres., 3737 S. Kedzie Ave., Chicago, Ill.

Miss Mary Bryant, Shop Chmn.,
Universal Castings Corp., 5821 W. 66th St., Chicago, Ill.

Mrs. Anna Buisveem, Committeewoman, 2203 74th Court, Elmwood Park, Chicago, Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union International Moulders & Foundry Workers Union Affiliation A.F. of L.
2. Local No. 235 Address 110-12 So. Francisco Ave., Chicago, Ill.
3. How long local organized?
4. Type of worker: (1) productive #; (2) clerical ; (3) maintenance #
5. How long women members? Two years
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
Women Union Members in				
1. Howard Foundry*	1650	350	1650	350
2. Universal Castings Corp.	100	150	100	150
3. Coremakers Co.z	20	20	20	20

(26 Plants) scheduled together

8. Union cost to worker:

	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues (specify period covered)	.75 per week	.35¢ per wk
c. Fines (" what for)	For seeking employment before 9:00 A.M. and fine of $15 for taking physical examination.**	
d. Other	None	

*Most of women employed in new magnesium plant, only about 5 in the old aluminum plant.

** (Reason for this is that Union agreements require the companies pay for examinations.)

z Not scheduled as very few women - none active - & no names & addresses of women available at Union office.

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

1 Woman Shop Chairman

d. Attendance at union meetings:

Attendance at meetings by women is poor. Both men and women members lack interest.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Sharp - "Foundry jobs are not suitable for women". Thinks women should not remain in the foundries except as coremakers. Universal plant is not a foundry and work is suitable for women. (in usual sense)

Mugan - Said that women had the same seniority rights as men.

b. Equal pay

Mugan - Union secured same rates for women as men. No separate female rates in any of foundries.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Howard Foundry Company

2. Address 4918 Bloomingdale Road, Chicago, Ill.

3. Product Bronze and aluminum castings and patterns

4. How long since union had contract in this plant: Since 1940

5. Payment of dues: Checkoff _____ Steward # Other (specify) Pay at Union Office

6. How long women in this plant members of union: Since 1941

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No _____
"Shop Committee" and "Committeemen" No. men 26 No. women 3

b. Labor management committees: Yes _____ No #
No. men _____ No. women _____

c. Shop steward: No. men _____ No. women _____
Do not have stewards - have committeemen - included in A above.

d. Grievance committees: No. men _____ No. women _____
Grievances handled by Committeemen and Shop Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members:

None

9. Union program for increasing women's participation in union activities (give source) such as: - No program specially planned to reach women.

Mugan & Sharp:

a. Equal pay for equal work:

Union maintained same rates that men received on jobs where women replaced men.

b. Training and upgrading opportunities:

Little opportunity for upgrading.

c. Seniority rights:

Same seniority maintained for women as for men.

d. Special activities in regard to community services:

None reported.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
(See Page 2)
(Mrs. Buisveem said that the company had called a mass meeting at the Magnesium plant - (a new war plant) - this week and it was announced that the company had orders ahead for large castings of magnesium (which is being substituted for heavier cast iron) so that they expect to continue to operate this plant in the post-war period. She thinks there will be jobs for women

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Buisveem - Program has helped women by securing wage increases and through handling grievances. Also through the Union women have seniority rights so that new men workers from outside cannot be hired and placed on their jobs if the women wish to remain in post-war period.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No # (No male and female classifications)

b. Men's jobs on which women are employed? Yes # No____ (Women have replaced men on jobs [redacted] no women in plant before war.)

c. Are inexperienced men and women generally started on same job?
Yes # No_____
(In inspection)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Buisveen - In her department women were all classified as laborers; were not promoted to top of rate range. Now have been reclassified through request of Union. Those on steam-sealers jobs will be raised from 74¢ to 85¢
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide* _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2_____ 3_____

a. Check shifts on which women are employed: 1st # 2nd_____ 3rd_____

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women Yes
b. If so, are they paid for: Men_____ Women_____ Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

*Have preference of employment in other departments in lay-offs if qualify but can't "bump" workers with less seniority.

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.

b. Paid for: Men No Women No

c. If sex differential, give reason

*15 Min. on some jobs - paid for.
(Men in foundry)

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. Leave of absence Upon individual application - (for illness) {No report on any cases of pregnancy for which leave was given

(1) If yes, what is time limit? Decided in each case

(2) Are seniority rights retained? Yes # No

(3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with William Mugan

(2) Verified by reference to contract No

(3) Contract attached to schedule No (No copy available but promised to mail copy when negotiation of changes is completed)

b. Date contract expires May, 1945

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP #

(2) Maintenance of membership

(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No_____

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes # (for laborers) No_____

(1) If such policy, same for women as for men: Yes # No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: Yes_____ No #

(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes_____ No #

If so, explain:

e. Mention of women in contract? Yes_____ No_____ Explain:

N.R.

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex Yes_____ No #
(2) plant wide Plant wide* If so, by sex Yes_____ No_____
(3) occupation_____ If so, by sex Yes_____ No_____
(4) temporary, (duration) and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men 30 Min. Women 30 Min.
(3) Paid for: Men No Women No

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
After 1 year's service entitled to one week's vacation with pay.
After 5 years' service entitled to two weeks vacation with pay

*Have preference of employment in other departments in lay-offs if qualify but can't "bump" workers with less seniority.

F. War Labor Board Case

1. Title of case_____ Regional number_____

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

No case reported affecting women separately from men.
W. L. B. has approved of wage increases and specific increases on certain jobs.

3. Type of case: Voluntary_____ Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Pages missing in original

Intl. Moulders & Foundry Workers #223

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B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Universal Castings Corp.
2. Address 5821 W. 66th St., Chicago, Ill
3. Product Small castings of gold for jewelry, dentistry, etc.
4. How long since union had contract in this plant: Since 1940
5. Payment of dues: Checkoff _____ Steward # Other (specify) Pay at Union Office
6. How long women in this plant members of union: Since 1940
7. Were women employed on production in this plant in normal times: Yes (About 20)
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No _____
      "Shop Chairman" and "Committeemen"
      No. men 2 (Committeemen) No. women 1 (Chairlady)

   b. Labor management committees: Yes _____ No #
      No. men _____ No. women _____

   c. Shop steward: No. men _____ No. women _____
      Do not have shop stewards - "Committeemen" included in above.

   d. Grievance committees: No. men _____ No. women _____
      (Grievances handled by "Shop Committee"

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members: NONE

9. Union program for increasing women's participation in union activities (give source) such as: - No program specially planned to reach women.
Mugan + Bryant:

a. Equal pay for equal work:

Union has maintained same rates that were received on jobs where women replaced men.

b. Training and upgrading opportunities:

Little opportunity for upgrading. Same seniority maintained for women as for men.

c. Seniority rights:

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

Mary Bryant said that this was a question to be decided. She did not seem to know what she thought should be done. Said that there was no separate seniority provision for women.

b. Equal pay

Mary Bryant said that women received same rates as men where work on same jobs,

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mary Bryant says that women think of what union has done in terms of wages. Union has secured raises.

(Names and addresses of other women could not be secured. Mr. Mugan said that Mary Bryant could give all information. The only address Mugan or she could give was that of foundry - so interview held at plant. Agent was introduced to Superintendent after interview who spoke of the good co-operation given by the union. He said theirs was the only union contract he knew of which included a provision for penalizing members for unexcused absenteeism. He said that absenteeism was chiefly among Negro men in the foundry, not among women)

Note: - It appeared to agent that most of union matters are settled between the union representatives, the shop chairlady and the management without much participation by members.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes_____ No_____ # (No M & F classifications Some traditional women's jobs)

b. Men's jobs on which women are employed? Yes # No_____
(Women have replaced men on machines and cleaning jobs)

c. Are inexperienced men and women generally started on same job?
Yes # No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes_____ No #
Union objects to job evaluation

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Mugan and Bryant said No - that jobs were filled by seniority with consideration given to qualifications
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # _____ If so, by sex Yes_____ No #
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If no, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min

b. Paid for: Men No Women No

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. Leave of absence Upon request

(1) If yes, what is time limit? 30 days for illness

(2) Are seniority rights retained? Yes # No

(3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Wm. Mugan

(2) Verified by reference to contract No

(3) Contract attached to schedule No

b. Date contract expires May 1945

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership

(3) Other

(Master Contract same for Howard, Universal & Coremakers plants. See contract information pp. 9-10. Schedule for Howard Foundry.)

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No_____

(1) If not, rates: Men_____ Women_____

b. Automatic progression policy: Yes_____ No_____

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No_____

(2) By equal pay clause: Yes_____ No_____

(3) By rate of job regardless of sex: Yes_____ No_____

d. Does contract openly discriminate against women: Yes_____ No_____

If so, explain:

e. [redacted] mention of women in contract? Yes_____ No_____ Explain:

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary (duration) and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:
(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____ Women_____

b. Contract provision for lunch period:
(1) No provision_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____
(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No_____.
If yes, state provisions.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Sept. 8,1944
Plant involved Minneapolis-Honeywell Regulator Company.

Name, title, address and department of persons interviewed

Mr. Edward Thomas, Pres., 1134 N. Lawler Ave., Chicago,Ill.

Mrs. Lora Skyles, Tool Inspection - Aero Division, 4020 W. Potomac St.,Chicago,Ill.

Mr. Walter Douard, Business Agt., I. A. M. District Lodge No. 8,113 So.Ashland Ave., Chicago,Ill.

Mrs. Frances Goraber, Member of Executive Board, 1319 N. Lawndale Ave.,Chicago,Ill.

Miss Lucille Kiar, Gyro Balancing Dept., 3832 West End Ave., Chicago,Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I.A.M. Affiliation A.F.of L.
2. Local No. 1796 Address 113 So. Ashland Ave.,Chicago,Ill
3. How long local organized? 2 years
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? 2 years
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
	Approximate Figures			
Minneapolis-Honeywell	650	350	585	315

8. Union cost to worker:

	Men	Women
a. Initiation fees (Includes last mos.dues)	$6.00	$6.00
b. Dues (specify period covered) See back of this page	None	None
c. Fines (" what for)	None	None
d. Other		

8. a (Includes 1st most dues)	Men	Women
	6.00	6.00

b Production Workers	Men	Women
	1.50 per mo.	1.50 per mo
Specialist	1.75 " "	1.75 " "
Journeymen	2.00 " "	2.00 " "

Cont'd from first page

8. a.

	Men	Women
Production workers	$1.50 per mo.	$6.00 per mo.
Specialists	1.75 " "	6.00 " "
journeyman	2.00 " "	6.00 " " (Eligible women journeymen)

8. a (Includes 1st most dues)	Men	Women
	6.00	6.00
b Production Workers	Men	Women
	1.50 per mo.	1.50 per mo
Specialist	1.75 " "	1.75 " "
Journeymen	2.00 " "	2.00 " "

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

One woman Trustee

d. Attendance at union meetings:

Women attend very well

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

Kiar - "The Union does not keep us very well informed through the steward system".

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Thomas - Did not seem to have any prejudice. Said women would continue to work if plant operated after war. (Plant is new war plant - Government owned)

Douard - Stated that he did not favor women remaining in plants after the war. Work is not suitable for women.

b. Equal pay

Thomas - Said he and other officers feel that there are "No women's jobs" They are asking for equal pay in contract now before W.L.B.

Douard - Said that women can not put out work that men do; can not do all of jobs; have to have help; do not stick to job; "get fingers cut off" and that employers can always prove that women do not do same work as men so that Union cannot get same rates for them. In any cases where women do do the same work as men the Union secured equal pay by rate of job.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Minneapolis-Honeywell Co.

2. Address Heating Division, 433 E. Erie St., Chicago, Ill
Aero Division, 1135 N. Cicero Ave., Chicago, Ill.

3. Product Electronic automatic pilots for airplanes. Peace time product - Thermostats for heating equipment, other temperature controls

4. How long since union had contract in this plant: First contract now before WLB

5. Payment of dues: checkoff ____ Steward # Other (specify) ____

6. How long women in this plant members of union: Since July, 1942

7. Were women employed on production in this plant in normal times: No - new war plant

8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes ____ No #
No. men ____ No. women ____

b. Labor management committees: Yes ____ No #
War Production Drive Com. now being reorganized with Union participation.
No. men ____ No. women ____

c. Shop steward: No. men 25 No. women 5

d. Grievance committees: No. men 4 No. women 1

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members: Women are on any special committees appointed

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: (rate of job and equal pay clause)

Thomas - Union is requesting equal pay in contract. Several cases have been taken up by Grievance Committee but equal pay was not secured.

(See Comments)

b. Training and upgrading opportunities:

Thomas - No training for upgrading. Upgrading done on merit

Skyles - Stated that women had been upgraded without discrimination. In tool inspection women begin on simple inspection and are then upgraded to gage and tool inspection but that top rate for woman is lower than rate of man she replaced. (See Comments)

c. Seniority rights: (See back of this page)

Thomas - Same for men and women

Skyles - Women have same seniority protection that men have.

(See Comments on continued employment)

d. Special activities in regard to community services:

None

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*Thomas and Kiar - said that women used to begin at 50¢ but that Union got this raised to 65¢.

JUNE 44

: The business agent said, a new contract will be signed in a week or ten days. He promised to mail me a copy.

e. Other union committees in plant; their functions; and state if women are members: Women are on any special committees appointed

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: (rate of job and equal pay clause)

Thomas - Union is requesting equal pay in contract. Several cases have been taken up by Grievance Committee but equal pay was not secured.

(See Comments)

b. Training and upgrading opportunities:

Thomas - No training for upgrading. Upgrading done on merit

Skyles - Stated that women had been upgraded without discrimination. In tool inspection women begin on simple inspection and are then upgraded to gage and tool inspection but that top rate for woman is lower than rate of man she replaced. (See Comments)

c. Seniority rights: (See back of this page)

Thomas - Same for men and women

Skyles - Women have same seniority protection that men have.

(See Comments on continued employment)

d. Special activities in regard to community services:

None

*Thomas and Kiar - said that women used to begin at 50¢ but that Union got this raised to 65¢.

Cont'd from Page 4.

b. Kiar - Stated that women were not upgraded in her department. Women could do final balancing job but company would not allow them to learn altho they had more seniority than men. Women feel satisfied with way grievances are handled by Union.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Skyles - Women are interested in the Union as they feel they have more to gain than the men have. They recognize the fact that the Union has secured better working conditions, increased the starting rates and that grievances are handled satisfactorily.

Kiar - Thinks Union will give women protection against unfair layoffs. Women interviewed feel that Union is fighting for them but that company is hard to deal with.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes____ No #____
Men and women on same jobs but have "p" rates.

b. Men's jobs on which women are employed? Yes #__ No____
Women have replaced men who were drafted (about 125 men have been drafted)

c. Are inexperienced men and women generally started on same job?
Yes #___ No____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No #____
(2) For "men's" jobs on which women are employed? Yes____ No #__

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #__ No_____

b. By bargaining? Yes____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

Skyles - Women's rates are lower than men's because of company policy. They do the same jobs men do and more work in 8 hrs. than men do in 10 & get less pay.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Kiar - Women are kept at lower paid jobs in her department and not allowed to learn final balancing or highest paying job altho they have more seniority than men and could do work if given opportunity to learn.

Goraber - Majority of women on 79¢ rate and men work from 85¢ to $1.34.

(See Comments)

5. Seniority:

a. Are seniority lists maintained:
(1) by department _____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation ___#___ If so, by sex Yes_____ No___#___ See back of this page
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion * Yes___#___ No_____
(2) lay-off Yes_____ No___#___ (Have not had lay off)
(3) rehiring Yes_____ No___#___

If yes, explain:

*Promotions are on merit and quite a few women get to 85¢ rate (men's classification) but are not given merit increases above this)

6. Placement on shifts: Number of shifts plant operates: 1 #___ 2 #___ 3 ✓

a. Check shifts on which women are employed: 1st #___ 2nd #___ 3rd #___

b. Does placement depend on seniority: Yes_____ No #___
Explain:

7. Rest periods: Time allowance of 15 min. twice each shift but no formal rest periods.
a. Does plant provide formal rest periods: Men No___ Women No___
b. If so, are they paid for: Men_____ Women_____
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Min Women 30 Min
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes
(1) If yes, what is time limit? 30 days - renewable and again renewable -
(2) Are seniority rights retained? Yes # No Can be extened to cover pregnancy.
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information: (First contract now before W.L.B. for approval. Union requests checked below as reported by Mr. Thomas)

a. Source of contract information: (In contract)

(1) Interview with Edward Thomas
(2) Verified by reference to contract No
(3) Contract attached to schedule No (before W. L. B.)

b. Date contract expires _____

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No _____
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes # No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes # No _____
(2) By equal pay clause: Yes # No _____
(3) By rate of job regardless of sex: Yes # No _____

d. Does contract openly discriminate against women: NR Yes _____ No _____
If so, explain:

e. Mention of women in contract? Yes # No _____ Explain:
Equal pay clause
Maternity clause

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department ____#____ If so, by sex Yes____ No_#_
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No__#__
(2) lay-off Yes_____ No__#__
(3) rehiring Yes_____ No__#__

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision ___#___
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_#_ No_____
(1) Maximum length 30 days (Renewable - can cover pregnancy)
(2) Length of service necessary to get maximum

d. Does contract provide for paid vacations: Yes_#_ No_____
If yes, state provisions.

After one year's service - one week's vacation

F. War Labor Board Case - First Contract now before W. L. B.

1. Title of case Minneapolis-Honeywell Co. I. A. M. - A. F. of L. Lodge #1796 Regional number 1798

2. Status of case:

a. Pending before: Regional Board #, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary NR Dispute NR

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract. Equal pay is being asked for women.

(Equal pay clause and also job classifications set up by rate of job and not by sex)

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

MINNEAPOLIS-HONEYWELL REGULATOR COMPANY

COMMENTS:

Equal Pay -

Mrs. Goraber - In Drilling Department, women were doing some set up and now company has made a new rule that women (or those on certain classifications) cannot check tools out of tool room so they can't do any of set up.

Women on men's jobs are kept at 85¢ rate while men make $1.13 and over. Company claims that women, (e.g. ten out of thirteen jobs) can do only part of work men can do, but does not give women the opportunity to run lathes, etc.

. Company promised union committee that they would train women to do all jobs.

On screw machines women make $1.01 and men $1.25 altho special set up men do set up for all machines.

Lucille Kiar -

Union is asking for equal pay in contract. The Company refuses to advance the women to allow them to get training for better paying jobs - holds women to 85¢ top rate.

She, herself, was making 81¢ on balancing (gyros) while man on same job was getting $1.23 or $1.30. She took up case through union and company said that if they gave her man's rate other women would want it also. Personnel Director told her she had a good case but offered her 4¢ (increase to 85¢) and refused more.

She says the women do more work than the men. Men just sit and wait when caught up on their jobs but women are asked to help with other jobs and work steadily.

In another department on same job as hers, women work days and men nights doing same job but women get less pay.

Company claims women can't do all jobs but she says they can if given the chance.

Comments (Cont'd.)

Equal Pay: (Cont'd)

Mrs. Skyles was very interested in finding out what could be done under Illinois equal pay law. She stated that there were cases in the plant where women were doing the same work as men but were getting less pay. She mentioned the case of one woman on assembly job who makes 79¢ per hour, while the man on same job gets $1.25. The woman did more in eight hours than the man did in ten hours. This was taken up through grievance procedure and the Company then took the man off and put another woman on.

Also in her own case she feels that the rate should be equalized. She makes $1.10 on tool inspection job and man doing same work gets $1.21. She stated that she also did more work in eight hours than the man did in ten.

Continued Employment:

Mrs. Skyles thinks 75% of the women in the plant need to continue working.

Comments (Cont'd.)

Continued Employment (Cont'd).

Mrs. Goraber - Stated that company seniority lists were not by sex and so there was no reason why they could not continue working.

Mr. Thomas - had very good attitude toward women, Mr. Douard did not. (As in the I. A. M. the Business Agents have so much power it is doubtful if the union will do as much as women expect to protect them. The fact that contract is not yet signed may explain the discrepancy between assurances given women and attitude of business agent.)

(Company's action may depend on whether union compromises on question of equal pay and job classifications. Women think company has no plan to lay off women except as they do men by single seniority list but attitude might change if have to give women equal pay.)

←Job Classification & Rates -

	Classifications	Rates
Men	"C"	85¢; 89¢; 96¢ (3 starting rates)
	"B"	$1.03 to $1.13 (rate range)
	"A"	$1.20 to $1.34 (rate range)
Women	"C"	65¢; 73¢; 79¢ (starting rates)
	(?)	85¢ (top rate for women)

(Skyles - Majority of women on 79¢ rate)

Goraber and Thomas - Said that inexperienced men and women begin on same jobs in Inspection and Machine Shop. (About 50% of women are in Machine Shop - majority on burring)

← Other gains made by Union -

In one department foreman only allowed women 5 minutes rest period and the matter was taken up through grievance procedure and fifteen minutes allowed time secured.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Sept. 25,1944
Plant Involved Revere Copper & Brass Inc. Ord.Div. 6630 W.Fullerton Ave., Chicago, Ill.

Name, title, address and department of persons interviewed Agreement Attached

Anthony Audia, Chairman Bargaining Com. 4748 S.Karlov Ave., Chicago, 32, Ill.

Mrs. Mollie Valenti, Financial Sec'y., Meade Ave., Chicago, Ill.

Mr. Angelo Inciso, International Rep. U.A.W.C.A.F.L. 1548 N. Harding Ave., Chicago, Ill.

(No other interviews were possible as plant went out on strike after scheduling started and Mr. Audia failed to mail names and addresses of woman. Valenti referred to Mr. Audia as only one to get names from. Inciso did not have addresses in his office).

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. A. W. A. Affiliation A.F.of L.
2. Local No. 477 Address 6601 W. Grand Ave., Chicago, Ill.
3. How long local organized? Seven years
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? Seven years
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Revere Copper & Brass Inc.	Approximate Figures			
(Dallas Division Ordnance Division)	2200	300	2175	297

8. Union cost to worker:

	Men	Women
a. Initiation fees	3.50	3.50
b. Dues (specify period covered)	1.00 per mo.	1.00 per mo.
c. Fines (" what for) 50¢ if do not attend one meeting out of three.		
d. Other None		

9. Women's local union activities:

a. Union committees on which women serve: None. Women say do not have time to serve.

b. List other committees:
Education,
Legislative
Entertainment
(Stewards body meets with management on safety matters)

c. Local union offices held by women:

Financial Secretary

d. Attendance at union meetings:

Neither men nor women attend well - men some better.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None other than dances.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

b. Equal pay

Attitude of Mr. Audia seemed quite good.

Mollie Valento - Said that they had secured equal pay while women were on men's jobs unless they had help - e. g., service men lift pans whereas formerly men on same job did lifting also.

She, however, expressed some sentiment in favor of men's receiving higher pay as matter of principle. (She is wife of man in service).

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Revere Copper & Brass Inc., (Ordnance Division,
2. Address 6630 W. Fullerton Ave., Chicago, Ill.)
(Dallas Division, 2200 N. Natchez Ave., Chicago, Ill.)
3. Product Ammunition parts for Army & Navy - - brass discs for shells, etc.
Peace time - parts for gas stoves, autos, etc.
4. How long since union had contract in this plant: Seven years
5. Payment of dues: checkoff # Steward ____ Other (specify) ____
6. How long women in this plant members of union: Seven years
7. Were women employed on production in this plant in normal times: A few (25-30)
8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes # No ____
No. men 7 No. women 0

b. Labor management committees: Yes ____ No #
No. men ____ No. women ____

c. Shop steward: No. men 35 No. women 1
Deputy Stewards Men 18 women 0

d. Grievance committees: No. men ____ No. women ____
No separate Committee
If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Audia & Valenti - Reported that they secured equal pay for women on men's jobs except where they had to have help from the men. They said that the women were not active in the union.

b. Training and upgrading opportunities:

Audia - Women upgraded by seniority on women's jobs. If men available, women are not put on men's jobs.

c. Seniority rights:

Audia - Women have seniority on women's jobs.

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See page 2)

b. Equal pay

(See page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Valenti - Said that women who were in plant longer time recognized what Union had done to secure improvement in working conditions, sharing of work, rest time allowances, etc. Newer girls do not think Union has done much.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No____

b. Men's jobs on which women are employed? Yes # No____ Classified as male jobs still.(See seniority Provisions in Contract Article VII.Clause (1E)

c. Are inexperienced men and women generally started on same job?
Yes____ No____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No____ Union does not recognize plan.Objects to way points are fixed for different elements.
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No____

b. By bargaining? Yes____ No #

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mollie Valenti - did not feel that the fact that women's rates (on women' jobs) are lower than men's was discrimination. She said jobs were different. She thought rates should be lower and had not considered question of comparability

5. Seniority:

a. Are seniority lists maintained:

(1) by department ___#___ If so, by sex Yes_#_ No____
(2) plant wide ___#___ If so, by sex Yes_#_ No____
(3) occupation ___#___ If so, by sex Yes____ No____
(4) temporary and/or regular workers____ If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #____
(2) lay-off Yes____ No #____
(3) rehiring Yes____ No #____

Not at present time as there is shortage of male help. However, separate seniority for women will result in discrimination in future

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No____
Explain:
Majority of new workers begin on third shift. Older employees have preference of shifts

7. Rest periods:#

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men____ Women____
d. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

*Have time allowance but not at set time.

8. Lunch periods:

a. Length of lunch period: Men 15 Min. Women 15 Min

b. Paid for: Men Yes Women Yes

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes

(1) If yes, what is time limit? Six Months (and renewable for 6 mos.more)

(2) Are seniority rights retained? Yes # No (Covers maternity cases)

(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #(Individual bonus)

b. Piece None

2. Are any occupations and rates specifically listed by male and female:

Yes # No

3. If so, in how many such listed occupations are rates:

a. Same for male and female If work is same

b. Lower for female On majority of jobs

c. Higher for female None

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Anthony Audia
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires August 28, 1945

c. Kind of contract: (Check)

(1) Closed shop or union shop — Sole Bargaining Agency
(2) Maintenance of membership — Pending before W. L. B.
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 77¢ Women 60¢ Provides that men & women employees begin at no more than 2 decrements below minimum rates (See Wage Agreement Page 2.)

b. Automatic progression policy: Yes # No _____
(1) If such policy, same for women as for men: Yes # No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes # No _____
Except for starting rate. However majority of women are on women's jobs and rates are lower than men's.

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:
In clauses providing separate seniority and for lower minimum and hiring rates for women.(See contract - Wage Agreement page 2, and seniority provisions - Article VII)

e. Mention of women in contract? Yes # No _____ Explain:
(Same as d above

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex Yes # No
(2) plant wide # If so, by sex Yes # No
(3) occupation If so, by sex Yes No
(4) temporary (duration) and/or regular workers If so, by sex Yes No

If by sex, explain:

Provides that in lay-offs, men retain seniority on men's jobs and women on women's jobs and that jobs which have been converted to female jobs during emergency shall be considered male jobs.
(See Contract - Seniority Provisions Article VII)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes No #
(2) lay-off *Yes # No
(3) rehiring Yes No #

If yes, explain:

*Provision that in lay-offs men and women have separate seniority (See Contract - Article VII, Section 12)

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men Women
(3) Paid for: Men Women

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No
(1) Maximum length Six months and renewable six months
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes No
If yes, state provisions.

(Matter pending before W. L. B.)

F. War Labor Board Case

1. Title of case Revere Copper & Brass, Inc. and United Automobile Workers Local #477, A. F. of L. Regional number NR

2. Status of case:

a. Pending before: Regional Board _____, National Board #

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Wages - (Change in automatic progression schedule - request for shortening period of time required)

Night shift bonus
Vacations
Maintenance of membership
(No issue affecting women separately)

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

THE CHICAGO SUN, FRIDAY, SEPTEMBER 2[illegible], 19[illegible]4

Along the Labor Front

2,500 Revere Strikers Given WLB Ultimatum

Workers Ordered Back on Their Jobs By Tomorrow; Face Loss of Gas Rations

An ultimatum to 2,500 striking employees of the Revere Copper & Brass Co., Inc., to return to work by tomorrow morning was issued yesterday by the regional War Labor Board. The workers struck last Friday after a metal pourer was laid off for refusal to accept a change in method of operation.

If the strikers disregard the deadline, the regional board will refer the case to the national WLB with recommendations that it be given to the Director of Economic Stabilization for any action deemed necessary.

Under federal law, the economic stabilization director could order revocation of occupational draft deferments, gasoline rations and other privileges to force resumption of production.

Tony Gruszka, international representative of the United Auto Workers (A.F. of L.), said his union is doing all in its power to persuade the strikers to resume production, and called a union meeting for 2 p.m. today at Lions Ballroom, 4306 North av.

2,500 WORKERS GO ON STRIKE AT REVERE COPPER

A.F. of L. Walkouts Tie Up Three Industries in Chicago Area.

Chicago Daily News 9-23-'44

As a result of disciplinary action against an employee of the casting shop, 2,500 workers at the two plants of Revere Copper & Brass Inc., were on strike today, marking the third strike in Chicago this week of A.F. of L. unions. Managers of many of the National Tea Co.'s 521 stores in the Chicago area went on strike Thursday because of issues involved in a union shop agreement, and employees of Nansell-Elcock Co. struck seeking a 4-cent raise.

Spokesmen for the striking copper and brass workers met today at Narragansett and Grand avs. The workers have been engaged in manufacturing ammunition parts for the Army and Navy.

One Sent Home.

A company official said that the strike started when a disciplined employee was sent home for the remainder of his shift last night. The remainder of the department employees left their work in sympathy. Other shifts then followed suit, until the strike had spread to all departments and both plants operated by the company.

The strike is the employees' second this year. On May 12 they left work for a day in protest over the War Labor Board's delay in settling contract questions.

A company official said that the union, Local 477 of the United Automobile Workers, A.F. of L., had instituted no grievance proceedings with the WLB, and had not notified the company of any differences.

Revere Brass and Copper, Inc. operates the Dallas division at 2200 N. Natchez av. and the ordnance division at 6630 Fullerton av. which is owned by the government but operated by the company.

9/25/44

GO DAILY NEWS, M

SEEK ARMY CALL FOR WORKER WHO INSPIRED STRIKE

The draft status of Charles Moser, 29, of 5139 Foster av., a furnace pourer whose refusal to work on a certain furnace at Revere Copper & Brass Co., led to a strike of 2,500 war workers, will be reviewed tomorrow night by Draft Board No. 63 with a view toward reclassifying him 1-A.

Moser is 2-B in the draft, and the company has obtained an occupational deferment for him continuously since May 14, 1943. The last six-month deferment was granted Sept. 11. Lawrence J. Fenlon is chairman of the draft board. Moser is married and has no children. He has worked at Revere for seven years.

The two Revere plants, 2200 N. Natchez av. and 6630 Fullerton av., both doing war work, have been shut down for four days. Moser, a member of the striking union, Local 477, United Automobile Workers (A.F.of L.) was sent home Thursday night because he had refused to work on a furnace in which smaller molds had replaced larger molds.

Army, Navy Pleas Fail In Shell Plant Strike

Striking workers of the Revere Copper & Brass Co. voted yesterday not to return to their war jobs or to deal with the company until the "cause" of the walkout is "eliminated."

The 2,500 employees in the two Chicago plants left their jobs Thursday night and Friday after a molder had been sent home for refusal to use a new type of mold in making castings for Navy shells.

At a meeting of Local 4777, United Auto Workers (A.F. of L.), Army and Navy ordnance officers pleaded with the men to go back to work producing materials of which the war fronts currently are short.

The union answered that production would be speeded by return to the wider type of mold previously used.

The strike originated at the plant at 2200 N. Natchez av. and spread to the plant at 6630 Fullerton av. The company produces ammunition, heavy artillery, howitzers, small arms and other ordnance.

GROCERY CHAIN MANAGERS GO BACK TO WORK

9/27/44

With some 300 managers of National Tea Co. chain grocery stores and several hundred of their co-workers, back on the job after a five-day strike, the labor-management situation was eased somewhat today in the Chicago area.

The developments:

1. National Tea Co. managers, belonging to Local 1555, Retail Clerks' International Protective Association (A.F.of L.), voluntarily decided to go back to work as a patriotic move and then, through collective bargaining, to negotiate for a union shop and better wages, hours and working conditions.

The chief issue in the strike was the company's refusal to grant a union shop. The company moved out nearly $500,000 of spoiled foods, mostly scarce and rationed. It promised not to penalize any of the strikers.

Shell Plants Strike.

2. Settlement of the six-day strike of 2,500 members of Local 477, United Automobile Workers (A.F. of L.), at the two plants of the Revere Copper & Brass Co., the union said, depended upon restoration of the larger molds which had been replaced by smaller molds in a metal furnace. The company takes the position that it will not do that until the men go back to work.

International officers of the union said that they could not order the men back to work because the War Labor Board, as a disciplinary measure, had denied the union maintenance of membership until Dec. 7, this year.

Draft Board No. 63 has asked the company for the employment status of Charles Moser, 29, of 5139 Foster av., a metal pourer, whose refusal to pour smaller molds led to the walkout. Moser's occupational deferment may be revoked.

9/28/44

Chicago

O DAILY NEWS, T

STRIKE THREAT BY 10,000 AT WAR FACTORIES

As 10,000 workers in 20 war plants threatened a "sympathy" strike with the employees in two plants of the Revere Copper & Brass Inc., officials of the United Auto Workers (A.F. of L.) were requested to appear before the War Labor Board today and show cause why the Revere plants' strike had not been ended.

More than 2,500 workers, members of U.A.W. Local 477, have been on strike since last Thursday at the Revere plants, holding up production of thousands of brass discs for Navy shells.

The union charged that the company made "an unjustified change" in working conditions involving the size of molds in its Natchez av. foundry. Workers at the second Revere foundry walked out in sympathy.

Seeks to End Strike.

In an effort to end the strike, Victor A. Olander, secretary-treasurer of the Illinois State Federation of Labor conferred yesterday with officials of the U.A.W. The conference took place after Tony Gruszka, international representative of the union, disclosed the threatened "sympathy" strike at other plants.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Sept. 29,1944
Plant Involved Continental Roll & Steel Foundry Company

Name, title, address and department of persons interviewed Agreement Attached

Mr. Charles T. Morris, Pres.,4312 Railroad Ave.,East Chicago, Ind.

Mrs. Mary Sefton, Stewardess, 4429 Baring Ave.,East Chicago, Ind.

Joe Zych, Recording Secretary, 5016 Indianapolis Blvd.,East Chicago, Ind.

Mrs. Matovina, oven tender, 4213 Olcott St., East Chicago, Ind.

Mrs. Florence Matson, 508 Emlyn Place., East Chicago, Ind.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union Federal Labor Union Affiliation A. F. of L.
2. Local No. 22636 Address 4312 Railroad Ave., East Chicago, Ind.
3. How long local organized? Three years (Organized as independent union in 1938 - chartered by A. F. of L. 1941)
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? Two years
6. President's name and address, if not listed above Charles T. Morris
   10100 Yates Ave., South Chicago, Ill.
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
	Approximate Figures			
Continental Roll & Steel Foundry Co.	2175	358	2175	358

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	
d. Other	None	

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Poor. Average total attendance around fifty with five to eight women. Women who do attend are quite articulate.

Mrs. Matovina - said the women did not attend union meetings and that stewards were not (in her department) on the job so women knew little about Union

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Joe Zych - None except movies a few times. "Union has been lax ~~and one party for women~~ and one party for women. in informing members of union action and program according to statement of Joe Zych.

(See Comments)

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Zych - Seems to think that the understanding which he said existed between company and union to effect that women are not to be employed after the war is alright but stated that they should go out in first lay-off by seniority - then balance would be gradually replaced by service men.

(See back of this page)

b. Equal pay

Zych - Thinks women should get equal pay where do same work.

Morris - Said that they secured merit raises for women the same as for men. Stated that they classified each worker and that he could not allow anyone to see these

(See comments)

Continued from page 2

11 -

a. Morris - Stated that women had done very good work and that he saw no reason why they would not continue working except for reason that returning service men would demand jobs and women having less seniority would be out. He stated that there was no agreement that women would not be employed after war. However, women interviewed said that all the women felt they would be kicked out. (Agent felt that Morris was more of a yes man for company that good Union member.)(See comments).

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Continental Roll & Steel Foundry Company. East Chicago Division.
2. Address 4407 Railroad Ave., East Chicago, Ind.
3. Product Armor tank castings and large miscellaneous castings
4. How long since union had contract in this plant: Since 1941
5. Payment of dues: checkoff # Steward ___ Other (specify) Pay at union office
99% of employees on voluntary checkoff.
6. How long women in this plant members of union: Two years
7. Were women employed on production in this plant in normal times: No
8. Women's union activities in this plant:
a. Contract or bargaining committees: Yes # No
No. men 16 No. women 0

b. Labor management committees: Yes # No
No. men 8 No. women 0

c. Shop steward: No. men 34 No. women 0
Stewardesses - 4 (one for each of three foundries and one for Machine Shop

d. Grievance committees: No. men 3 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Machine Shop						
Foundry No. I						
" No. II						
" No. III						
" No. IV						

c. Other union committees in plant; their functions; and state if women are members:

Policy Committee - Men 3 Women 0

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

ZYCH - Union has secured equal pay in individual cases through grievance procedure. Company quite willing to give women same pay as men after probationary period.

Mrs. Matovina - Did not know of any cases where Union had secured merit raises for women.

b. Training and upgrading opportunities:

ZYCH - Women are upgraded by seniority without discrimination.

c. Seniority rights:

ZYCH - Stated that union had understanding with company that women will not be employed after war.

MORRIS - SAID THERE WAS NO SUCH AGREEMENT - BUT DID NOT SAY UNION WAS PROTECTING WOMEN AGAINST LAYOFF. (See Comments)

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mrs. Sefton - Said that women did not think Union did anything for them .

Mrs. Matovina - Said that women do not take up complaints through the Union as they feared the foreman would make it hard for them.

Mrs. Matson - Did not seem willing to comment on what Union was doing.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes ____ No # No traditional women's jobs & no designated "women's jobs".

b. Men's jobs on which women are employed? Yes # No ____
All women working are on jobs formerly performed by men

c. Are inexperienced men and women generally started on same job?
Yes # No ____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes ____ No #
(2) For "men's" jobs on which women are employed? Yes ____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ____ No ____

b. By bargaining? Yes # No ____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

Zych - stated that women are kept at lower pay for a time (90% of men's rate where work is not same) &then company usually gives same rate even tho women may not do same work

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mrs. Sefton - said she had received one merit raise but felt she should have another. She asked foreman for it individually.

Mrs. Matovina - Stated that women's rates were lower than men's*. and that they were doing the same work the men had done. If they had help with lifting she thought production went up.

*Mr. Zych said that women got same rates for same work done (on welding and cranes) as men.

5. Seniority:

a. Are seniority lists maintained:
(1) by department # 3rd If so, by sex Yes # No
(2) plant wide # 1st If so, by sex Yes # No
(3) occupation # 2nd If so, by sex Yes # No
(4) temporary and/or regular workers ____ If so, by sex Yes ___ No ___

If by sex, explain:

See clause in Contract - page 16. Mr. Morris said there were no jobs "especially set up for women". Women interviewed also did not know of any jobs set up for women. All persons interviewed thought contract provided same seniority but women feel they are to go out after war.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No
(2) lay-off Yes No # (Have had no lay-offs)
(3) rehiring Yes No #

If yes, explain: Women are not given merit raises. They do not know whether men get them or not.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes ____ No #
Explain:

7. Rest periods:

a.* Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men ____ Women ____
d. If deducted:
(1) By hourly rate differential: Men ____ Women ____
(2) By deduction for amount of time involved: Men ____ Women ____

*Allowable time - 15 Min. A. M. 5 Min. P. M.

8. Lunch periods:

a. Length of lunch period: Men 15 Min. Women 15 Mins.
b. Paid for: Men Yes Women Yes
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
Rules posted in women's washrooms requiring women to report pregnancy &to see own doctor for recommendation as to how long to work on job

a. No policy:

b. Discharge: No

c. Leave of absence No
(1) If yes, what is time limit?
(2) Are seniority rights retained? Yes No
(3) With pay? Yes (specify length) No

D. Job and Rate Sheet: (Productive workers) Morris - Said did not have job classifications That they had each worker classified and rated.

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece # (very few on p. w.)

2. Are any occupations and rates specifically listed by male and female:
Yes No

3. If so, in how many such listed occupations are rates:

a. Same for male and female

b. Lower for female

c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Joe Zych and Charles Morris
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires At end of war but is continuous unless either party gives notice of desire to modify

c. Kind of contract: (Check)

(1) Closed shop or union shop #
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 78½¢ Women 71¢
74¢ welders and crane operators

b. Automatic progression policy: Yes _____ No #
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

Probationary period limited to thirty days - then placed in job classification. (See Contract page 12).

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: * Yes # No _____
(3) By rate of job regardless of sex: Yes _____ No #

*"For equal ability on identical job" (See Contract page 11)
10% differential where warranted by job breakdown...

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:

In provisions for lower minimum rates for women

e. Mention of women in contract? Yes _____ No _____ Explain:

In provisions for equal pay, for minimum rates of pay, seniority preference of employment for wives of service men and for stewardesses. Also in provision that jobs especially set up for women are not subject to male seniority.

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # 3rd If so, by sex Yes____ No____
(2) plant wide # 1st If so, by sex Yes____ No____
(3) occupation # 2nd If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #_____
(2) lay-off Yes_____ No #_____
(3) rehiring Yes_____ No #_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision ____ Ample time to eat lunch -
(2) Length of lunch period: Men # Women #
(3) Paid for: Men Yes Women Yes Ample time to eat lunch

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #_____
(1) Maximum length
(2) Length of service necessary to get maximum

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

All employees who have established at least one (1) year's service with the Company, as of March 15th, shall receive one week's vacation, together with vacation allowance amounting to forty (40) hours' pay.

All employees who have established at least five (5) years' service with the Company, as of March 15th, shall receive eight (8) days' vacation, together with vacation allowance amounting to sixty-four (64) hours' pay.

(Cont'd back of this page)

Cont'd from Page 10.

4 - d

All employees who have established at least ten (10) years' service with the Company, as of March 15th, shall receive two (2) week's vacation, together with vacation allowance amounting to ninety-six (96) hours' pay.

F. War Labor Board Case

No case affecting women separately

1. Title of case _____ Regional number ____

2. Status of case:

   a. Pending before: Regional Board _____, National Board _____

   b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

CONTINENTAL ROLL AND STEEL FOUNDRY COMPANY

Comments:

(The following comments would indicate that this Union is simply a "company union" doing little for its members and nothing to educate them or draw them into active participation in union affairs).

1. Union program to interest women members

Morris - Reported nothing done to interest women members except that they had had a couple of movies - two parties. The first party was held for all members but women, due to preponderances of men, did not attend and requested that they have one for just the women. This was done.
He contradicted himself a number of times during the interview and his statements that union had secured merit raies and same seniority for women and that women attended meetings quite well and were not agreed to by other persons interviewed.
Mr. Morris also did not interpret seniority clause in contract.

Mrs. Matovina - stated that "we all know that Union is just a company union" and there is no use to take up complaints as they knew they would get nothing. She secured her wage increase by asking foreman. She had taken up matter of back pay with union steward which she felt was due her. She never could get it. This was due for time she worked for rate lower than she was supposed to get (She began at 71¢ and was supposed to be raised to 78¢ in thirty days but they made her wait four months to get the raise).

Union Member - from whom information (as to where Joe Zych lived) was requested by agent insisted on agent's going to plant for information. He said "It is all the same. I am a member but it is just a company union".

2. Equal Pay:

Mrs. Matovina - Women do not get merit raises they are entitled to. Women are afraid to ask for them. She is oven tender and takes cares from women and says that they do better work than the men do - are more careful and do the work properly. She said women's rates are less than men's but that they have taken over men's jobs and do them as well as men do.

Mrs. Matson - Stated that women did the same work as men.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Sept. 15,1944
Plant Involved Automatic Electric Co.
Lion Mfg. Company

Name, title, address and department of persons interviewed
Miss Elvira DiCenzo, Shop Steward, (Automatic Elec.Co.) 1924 So.48th St., Cicero, Ill.
Mr. Anthony Pusateri, Bus. Agent, 8 N. Ogden Ave., Chicago, Ill.
Miss Mary DiCenzo, Union Mbr. (Automatic Elec. Co.) 1924 S. 48th St., Cicero, Ill.
Mrs. Adeline Vassios, Shop Steward, Inspection Dept., (Lion Mfg. Co.) 3039 N. Hamilton Ave., Chicago, Ill.
Mr. Howard Koss, Ex.Bd.Mbr. (Automatic Elec.Co.) 2626 N. 74th Ave., Elmwood Pk., Ill.
Mr. Vassios, Lion Mfg. Co. 3039 N. Hamilton Ave., Chicago, Ill.
Miss Catherine Jemis, Shop Steward (Automatic Elec. Co.) 5603 S. Richmond St., Chicago, Ill.
Mr. Harry Cox, Pres., 3952 W. Grenshaw St., Chicago, Ill.
Mr. Florian Zientra, Shop Steward, (Lion Mfg. Co.) 4037 N. Cornelia Ave., Chicago, Ill.
Mr. William Rudolph, Member Executive Board, (Automatic Elec. Co.) 6349 Christiana Ave., Chicago, Ill
Mrs. Florence Kappler, (Lion Mfg. Co.) 2819 N. Leavitt St., Chicago, Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. B. E. W. Affiliation A.F. of L.
2. Local No. 713 Address 8 No. Ogden Ave., Chicago, Ill.
3. How long local organized? 30 years
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? 30 years
6. President's name and address, if not listed above ____
7. Plants organized by local union:

Names	Approximate figures: All plant employees — Men	All plant employees — Women	Union members — Men	Union members — Women
Automatic Electric Co.	500	800	500	800
Lion Mfg. Co.	500	700	500	700
Kellogg* (1st contract under negotiation	500	500	500	500
Other plants		4		4

Handled as 1 sched.
not scheduled

8. Union cost to worker:

	Men	Women
a. Initiation fees	See back of this page	
b. Dues (specify period covered)	(See back of this page)	
c. Fines (" what for)	Fine of $1.00 for failure to attend special meeting	
d. Other	Assessment of 10¢ per day if dues not paid within due.	
	" of $2.50 if work on job that is unfair.	

* Women not active in union

Cont'd. from 1st page

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	Men	Women
Class E. Members	5.00	5.00 (80% of women)
"A,B,C & Helpers	$25.00 & $60.00	
		Female electrical workers $7.00 (20% of women)

b* Non-Insurance Members

Class E. Members	4.50 quarterly	$3.75 quarterly	2 of per mo. from each members dues set aside for sick benefit funds - (See By-laws Attached)
Journeymen & Class D	5.85 "		
Female electrical workers	4.35 "		

Insurance Members

Journeymen -	$10.35 quarterly
Helpers & Apprentices	8.85 "

* Very few women carry insurance due to extra cost.

9. Women's local union activities:

a. Union committees on which women serve:

None

b. List other committees:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Do not attend well. Local does not hold regular membership meetings. Special meetings not so well attended.(Stewards meet monthly and meetings are open to members)

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Cox - Thinks there should be a law requiring that women who have taken over men's jobs be laid off after the war.

Koss - Women will move off of men's jobs. Union has verbal agreement that if vacancy occurs on men's jobs if man is available he has right to it.

b. Equal pay

Pusateri, Cox and Koss - If women go on men's jobs they get the rate of job. Union insisted on this.(Jobs of men and women are in main different jobs)

Cox Said that if union did not see that equal pay was effective women would be hired for men's jobs and men would be out

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Automatic Electric Company
2. Address 1033 W. VanBuren St., Chicago, Ill.
3. Product Automatic Telephones - Communications equipment
4. How long since union had contract in this plant: 25 years
5. Payment of dues: checkoff ____ Steward # Other (specify) Pay at Union Office
6. How long women in this plant members of union: 25 years
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ____ No #
      No. men ____ No. women ____

   b. Labor management committees: Yes ____ No #
      War Production Committee
      (now inactive)
      No. men ____ No. women 0

   c. Shop steward: No. men 15 No. women 15

   d. Grievance committees: No. men ____ No. women ____
      No committee - Stewards and business agent hands grievances

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members:

None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

All persons interviewed: Union maintained rate of job for women transferred to men's jobs

b. Training and upgrading opportunities: Koss: Is understood that women are put on men's jobs only if ~~xxxxxxxxx~~ men are not available. Few women have objected to this.
Rudolph-Not much opportunity for upgrading. Any done is by seniority.

Elvira DiCenzo - Said that women could learn to do men's work (adjusting and repair)in the Telephone Department. (Men's jobs paying 98¢ - women's jobs pay 62¢ - 75¢) but there is the M & F classification and no women have been put on these

c. Seniority rights: (Cont'd on back this page)

Jenks- Women have seniority on women's jobs but for duration seniority holds in transferring women to men's jobs.

Does not think women will accept present seniority status after war. Will give way to returned service men but otherwise will demand to stay on men's jobs.

d. Special activities in regard to community services:

None

Cont'd from Page 4.

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jobs as older men with more seniority have been available. When there is opportunity for women to be upgraded it is by seniority. She said the women had not complained about the M & F classifications but they had asked for a raise (on her job) on grounds that they get so much less than men and then they got a 10¢ raise.

Koss - said that officers thought men should have jobs if men were available. If shortage of male labor women could be put on.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Elvira and Mary DiCenzo - said that women, new in plant, do not recognize that Union has accomplished. They question what they get in return for the money paid out in dues. The women who have been in plant longer know that Union has secured wage increases. Elvira said that she had secured the rest periods for the plant. She got the girls in her department to sign a petition. Then the matter was taken up with management with the result that the rest periods were allowed for the entire plant. Union has secured for coil winders (all women) A change from group to individual bonuses which the women have been asking for for a long time. They feel that it is more fair to all with individual bonus plan.

Mary DiCenzo - Said that the Union got Coca-Cola machines put in which means a lot to the workers.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No____

b. Men's jobs on which women are employed? Yes # No____
Not very many

c. Are inexperienced men and women generally started on same job?
Yes____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes____ No____

b. By bargaining? Yes # No____

Have been no equal pay cases taken up. Women always get rate of job as agreed upon between company and Union.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

Men and women not on same jobs except for a very few who have been transferred for duration only.

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

All persons interviewed stated that rates on women's jobs were lower than rates on men's jobs. Majority of women are on women's jobs.

Koss: Said that women were not put on men's jobs if men were available.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
*(2) plant wide # If so, by sex Yes # No
(3) occupation If so, by sex Yes No
(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:

Women have seniority on women's job.

*In lay-offs workers can be transferred to other departments and bump those with less seniority, if they can qualify for the job.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes No # (Not at present time but
(2) lay-off Yes No # (in future ~~xxxxxxxx~~ if
(3) rehiring Yes No # (layoffs take place women will
(be discriminated against in that
(they do not have seniority on
(men's jobs which they are now
(performing.

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No (Will transfer to lighter jobs but some women work too long)

c. Leave of absence 3 mos. for illness - cannot be extended to cover pregnancy
(1) If yes, what is time limit?
(2) Are seniority rights retained? Yes No
(3) With pay? Yes (specify length) No

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # (Group and individual bonus)

Jobs not same. Women paid [illegible] for women on some jobs equal to rates for men on others.

b. Piece None

2. Are any occupations and rates specifically listed by male and female:

(Women replaced men 12-15 years ago on jobs which Yes # No were then reclassified as women's jobs)

3. If so, in how many such listed occupations are rates:

a. Same for male and female Same on men's jobs performed by women (Some of defense jobs boys were getting 68¢ and when drafted women were put on at same rate 68¢ which was an advance for them from 62¢) (See back of this page)

b. Lower for female All female classifications carry rates lower than male.
(Jobs are different)

c. Higher for female Jobs not same. In some cases women's jobs carry higher maximum rates than some of men's jobs.

Continued from Page 8.

D - 3. (A) Jobs not same. Maximum rates for women on some jobs equal to maximum rates for men on others.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Pusateri and E. DiCenzo
(2) Verified by reference to contract Yes
(3) Contract attached to schedule No (Copies not made available to members Stewards have copies which can be referred to at any time in plant)

b. Date contract expires May, 1945

c. Kind of contract: (Check)

(1) Closed shop or union shop #
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No # Except as women start in on
(1) If not, rates? Men 53¢, 66¢, 77¢ Women 48¢, 53¢ men's jobs.
#Varies with job

b. Automatic progression policy: Yes # No _____
(1) If such policy, same for women as for men: Yes _____ No #
If policies differ, explain:

Men and women not on same jobs and progressive rates are different on different jobs

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____
If so, explain:

Job classification is by sex and most of women's rates are lower, although jobs are different in majority of cases.

Also have separate seniority for women

e. Mention of women in contract? Yes # No _____ Explain:

In job classification and rates
Provision that transfers of men to women's department must be agreed to by Business Manager & Shop Committee

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department # If so, by sex* Yes # No
(2) plant wide # If so, by sex* Yes # No
(3) occupation If so, by sex Yes No
(4) temporary (duration) and/or regular workers If so, by sex Yes No

If by sex, explain:

* Women not mentioned in seniority clauses but jobs are set up by sex except where women have gone on men's jobs.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes No #
(2) lay-off *Yes # No
(3) rehiring *Yes # No

If yes, explain: * Negroes work on permit for duration. Not regular members of Union. This applies to men and women

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men Women
(3) Paid for: Men Women

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No
(1) Maximum length Three months
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No
If yes, state provisions.

From one to five years service entitled to one week with pay
" four years service entitled to two weeks with pay
(Now requesting three weeks for ten years service and over)

F. War Labor Board Case

1. Title of case Automatic Electric Company and I.B.E.W. - A. F. of L. Lodge 713 Regional number NR

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) 9/8/44, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

About 75 women coil winders, had been on group bonus and had repeatedly asked for individual bonus as the group bonus was unfair.

5. W.L.B. Ruling:

W. L. B. on September 8 (approximate date) approved change to the individual bonus for this group.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

   Effective date September 11, 1944

8. How did women workers benefit from case?

   Individual bonus fairer to all participants as with group bonus new workers and those who don't work get same benefits.

BY-LAWS

and

WORKING RULES

of

Local Union No. B-713

Affiliated with A. F. of L.
Metal Trades Council
Illinois State Federation of Labor
Chicago Federation of Labor
Illinois State Conference of I. B. E. W.
Label League
and
Woman's Trade Union League

Adopted February 16th, 1943

CHICAGO

OFFICERS

HARRY M. COX, President
WM. RUDOLPH, Vice-President
GEO. DOERR, Recording Secretary
JOHN F. SCHILT, Financial Secretary
And Business Manager
HENRY ALTSCHULER, Treasurer

EXECUTIVE BOARD

A. H. NAESSENS, Chairman
GEO. DOERR, Recording Secretary
HARRY M. COX
RICHARD ERICKSON
WILLIAM RUDOLPH
ALBERT SHORT
HOWARD KOSS

Hall and Office

8 NORTH OGDEN AVENUE

SUITE 208
Telephones MONroe 8565-66

ORDER OF BUSINESS

1. Opening.
2. Roll call of officers and reading of minutes.
3. Communications and bills.
4. Reports of Executive Board and officers.
5. Propositions for membership.
6. Reports on candidates.
7. Balloting or voting on candidates.
8. Obligation of candidates.
9. Reports of delegates and committees.
10. Reports of accidents, sickness or death of members.
11. Unfinished business.
12. New business. (Under this head come matters relating to any election and installation of officers.)
13. Good of the Union.
14. Receipts and expenses.
15. Closing.



BY–LAWS

ARTICLE 1

Name — Jurisdiction — Objects

Sec. 1. This organization shall be known as LOCAL UNION B-713 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, and shall have jurisdiction over all shop electrical workers in Chicago, Illinois, and vicinity.

However, the right of the International Office to change this jurisdiction is recognized, as provided in the IBEW Constitution.

Sec. 2. The objects of this Union shall be to promote by proper means the material and intellectual welfare of its members.

ARTICLE II

Meetings

Sec. 1. Regular meetings shall be held on the first and third Tuesdays of each month at 8:00 p.m.

Sec. 2. Special meetings of the Local Union may be called only by the Business Manager or the Executive Board. The Recording Secretary shall notify the members of any special meeting. No business shall be transacted at such meeting except that for which it is called.

ARTICLE III

Officers and Duties

Sec. 1. The officers shall be those provided

for in Article XVIII of the IBEW Constitution.

Sec. 2. The Executive Board shall consist of the President, Recording Secretary and five elective members.

Sec. 3. The Examining Board shall consist of five elective members.

Sec. 4. The officers shall perform such duties as are required in Article XIX of the Constitution. In addition thereto, they shall perform such other duties as are later outlined in these bylaws, also such duties as may be assigned to them by the Local Union and which are not in conflict with the Constitution and these by-laws.

Sec. 5. Failure of officers to perform their duties — and the suspension or removal of any officers — and the filling of any vacancies — shall be dealt with as provided in Article XVIII, Section 15, 16 and 17 of the Constitution.

Sec. 6. **PRESIDENT** — His duties are stated in Article XIX, Section 1 of the Constitution and in these by-laws.

Sec. 7. **VICE-PRESIDENT** — His duties are stated in Article XIX. Section 2, of the Constitution and in these by-laws.

Sec. 8. **RECORDING SECRETARY** — His duties are stated in Article XIX, Section 3 of the Constitution and in these by-laws.

Sec. 9. **FINANCIAL SECRETARY** — His duties are stated in Article XIX, Sections 4 and 6 of the Constitution and in these by-laws.

He shall be bonded through the International Office for not less than $1,000.00. Premium

on such bond shall be paid by the Local Union.

Sec. 10. **TREASURER** — His duties are stated in Article XIX, Section 7 of the Constitution and in these by-laws.

He shall be bonded through the International Office for not less than $1,000.00. Premium on such bond shall be paid by the Local Union.

Sec. 11. **BUSINESS MANAGER** — His duties are stated in Article XIX, Section 8, of the Constitution and in these by-laws.

He shall appoint any and all other representatives or assistants and these shall work directly under him and be subject to his authority, in accord with Article XVIII, Section 2 of the Constitution.

He may remove any member from any shop or job (when not in violation of any agreement) for not complying with our laws and working rules, or when he decides the best interests of this Union require such removal.

He shall report to the Executive Board and the Local Union, when called upon, or when he deems such proper or necessary.

Sec. 12. **EXECUTIVE BOARD** — The duties of this Board are outlined in Article XIX, Sections 9 to 14 inclusive of the Constitution, and in these by-laws.

The Board shall elect its own Chairman and Secretary.

The Board shall meet twice a month on the Friday preceding the regular meeting, at the regular meeting place.

Special meetings of the Board may be called by its Chairman or the Business Manager.

The Board shall investigate and pass upon all applications for membership.

It shall also investigate and pass upon all traveling cards, but only in full accord with Article XXV of the Constitution.

Sec. 13. **EXAMINING BOARD** — The duties of the Examiners shall be to examine all applicants to determine their qualifications; also to examine apprentices or helpers.

The Examiners shall meet on the Thursday preceding the last regular meeting of each month.

Special meetings of the Examiners may be called by the Executive Board.

The Examiners shall report to the Executive Board and to the Local Union the result of all examinations.

ARTICLE IV

Nominations and Elections

Sec. 1. Nominations shall be held at the 1st meeting in June every two years. Elections shall be held at the last meeting in June every two years. Nominations and elections shall be held in accord with Article XVIII, Sections 10, 11, 12, 13 and 14 of the Constitution.

Sec. 2. No member shall be eligible for any office unless he has been a member in continuous good standing at least five years in this Local Union prior to nomination.

Sec. 3. An Election Board of one judge and four tellers, to conduct the election, shall be appointed by the President immediately after nominations are closed. No candidate for office shall serve on this Board.

Sec. 4. Any dispute shall be left to the Election Board and their ruling shall be final, except in cases where there is ground for suspicion of fraud, when the matter shall be brought before the Local Union for disposition.

ARTICLE V

Salaries

Sec. 1. Salaries shall be:

President	$20.00 a month
Vice-President	2.00 a meeting attended
Recording Secretary	20.00 a month
Financial Secretary and Business Manager	85.00 a week
Treasurer	15.00 a month
Executive Board Members, each	15.00 a month
Examining Board Members, each	2.00 a meeting attended
Central Body Delegates, each	2.00 a meeting attended

Sec. 2. All committee members shall receive regular working scale providing such members lose time, but no day's work shall exceed eight hours.

ARTICLE VI

Committees and Delegates

All committees, and dalegates to Central Bodies, shall be appointed by the President in accord with Article XIX, Section 1 (paragraphs 4 and 5) of the Constitution.

ARTICLE VII

Stewards

Sec. 1. Stewards shall be appointed by — may be removed by — and shall be subject to the authority of the Business Manager.

Sec. 2. Duties of Stewards shall be:

To have a copy of the Constitution, by-laws, working rules and agreement with them at all times.

To see that all journeymen and apprentices working in any shop or on any job have paid up dues cards or permits of the Union.

To see that no trade or workmen encroach on the jurisdiction of this Union.

To see that all overtime is equally and impartially allotted to all members working on such job, as far as practical.

To report to the Business Manager any violation of our laws, rules or agreements.

Shop Stewards shall attend the second meeting of each month and make a full report as to conditions in his shop or department unless otherwise ordered.

Sec. 3. No member holding the position of superintendent or foreman shall be allowed to act as Steward unless otherwise ordered.

Sec. 4. Stewards shall in no case cause a stoppage of work. In case of any trouble, Stewards shall immediately notify the Business Manager.

ARTICLE VIII

Admission Fees — Dues — Assessments

Sec. 1. The admission fees shall be:

JOURNEYMEN:	
Class A	$60.00
Class B	45.00
Class C	25.00
Helpers	25.00
Apprentices 1st year	10.00
" 2nd year	15.00
" 3rd year	20.00
" 4th year	25.00
Class D Members	15.00
Class E Members	5.00
Female Electrical Workers (Except Class E)	7.00

In addition to the above admission fees, each male applicant, except those over 55 years of age, may also make application for membership in the Electrical Workers Benefit Association. The admission fee of $2.00 to the EWBA shall accompany application.

Approval of these admission fees is given by the International Office with the understanding that should it later be found conditions in the jurisdiction of the Local Union do not justify such fees, then the International will be free to change the amounts.

Sec. 2. All applications must be accompanied by not less than 10% of the initiation fee, but in no case shall the payment be less than $1.00.

Full payment of the initiation fees of $5.00 or less must be made within thirty days, initiation fees over $5.00 and including $25.00 must be fully paid within sixty days. Initiation fees over $25.00 must be paid within ninety days.

In each of the above cases the dues of the applicant starts immediately after the time allowance, however cards may be issued sooner if requested by applicant.

Sec. 3. Members changing from one class to a higher class shall pay the difference in initiation fee as set forth in the bylaws, except as provided in Article XXV, Section 9 of the Constitution.

Members who join the organization during an organizing drive shall be given full credit for the classification into which he or she is placed at that time, regardless of the initiation fee paid.

Sec. 4. The quarterly dues shall be:

INSURANCE MEMBERS:

Journeymen		$10.35
Insurance	$2.70	
Per Capita	3.30	
L. U. Dues	3.75	
Sick Assessments	.60	
Helpers and Apprentices		$ 8.85
Insurance	$2.70	
Per Capita	3.30	
L. U. Dues	2.25	
Sick Assessments	.60	

NON-INSURANCE MEMBERS:

Journeymen and Class "D," also 2nd, 3rd, and 4th year apprentices	$ 5.85
Per Capita	$1.50
L. U. Dues	3.75
Sick Assessments	.60

Female Electrical Workers (Except Class "E" and 1st Year Apprentice	$ 4.35
Per capita	$1.50
L. U. Dues	2.25
Sick Assessments	.60

CLASS "E" MEMBERS:

Male Members per quarter	$ 4.50
Per capita	$1.50
L. U. Dues	2.40
Sick Assessments	.60

Female Electrical Workers	$ 3.75
Per capita	$1.50
L. U. Dues	1.65
Sick Assessments	.60

Sec. 5. Dues are payable quarterly in advance and must be paid on or before the last day of January, April, July and October. Any member failing to pay his or her dues within the stated period shall be assessed 10 cents a day, while such dues remain unpaid, unless excused by the Executive Board.

Sec. 6. It shall require ONLY a majority vote of the members present to levy local assessments, except as otherwise provided in

these by-laws and in the Constitution. No notice to members is necessary when action on any assessment is pending. (This is in accord with Article XX, Section 4 of the Constitution.)

Sec. 7. All assessments imposed shall be charged against the member as regular dues and must be paid within the time required to protect the member's standing and benefits. Such assessments must be paid before dues are accepted.

ARTICLE IX

Funds

Sec. 1. The funds of this Union are for the legitimate expenses required in its conduct and maintenance and shall not be diverted therefrom. No disbursements shall be made except in strict accord with Article XVII, Section 19, and Article XX, Sections 5, 6 and 7 of the Constitution.

Sec. 2. No money shall be loaned to anyone from the funds of this local union.

ARTICLE X

Admission of Members

Sec. 1. Qualifications and admission of members shall be in accord with Article XXI and XXII of the International Constitution.

Sec. 2. Apprentices having worked 6 months under the supervision or jurisdiction of this Local Union shall be admitted to membership, in accord with Article XVII, Section 15, of the Constitution.

Sec. 3. Traveling Cards shall be dealt with in accord with Article XXV, of the Constitution.

ARTICLE XI

Sick Benefit Fund

Sec. 1. The funds for the payment of sick benefits shall be derived by setting aside:

(a) Twenty cents a month from each member's dues.

(b) All monies collected from local assessments, except assessments levied on members for special purposes.

Sec. 2. Members becoming sick or disabled and who have been in continuous good standing in this Local for 6 months previous to such sickness or disability — shall receive sick benefits — providing they furnish to the Sick Committee, a satisfactory doctor's certificate from a physician selected by the Sick Committee, or one acceptable to it, certifying to illness or disability.

Sec. 3. All members shall receive $7.00 per week for a period not to exceed 13 weeks in any twelve consecutive months.

Sec. 4. No benefits shall be paid for the first week of sickness or disability.

Sec. 5. In no case shall a fraction of a week be paid for.

Sec. 6. No benefits shall be allowed for more than one week previous to sickness being reported to the Union office.

Sec. 7. Any member becoming permanently disabled through sickness or disability shall receive sick benefits for not more than 26

weeks. However, any such member shall be kept in good standing in the Local Union and the International Brotherhood for at least five years at the expense of the sick benefit fund.

Sec. 8. The administration of the sick fund and the payment of these benefits shall be supervised and handled by the Sick Committee. Its decision shall be final, except a member has a right to appeal. The Sick Committee shall report to regular meetings of the Local the cases handled.

Sec. 9. Any member becoming sick or disabled and leaving the jurisdiction of the Local without first notifying the Sick Committee, shall not be eligible to these benefits.

Sec. 10. These benefits shall not be paid to the Beneficiaries or Heirs of any deceased member.

Sec. 11. No benefits shall be paid to members who are afflicted with venereal diseases or injuries received while out on carousals. No benefits shall be paid for time lost in maternity cases.

Sec. 12. Any member feigning sickness with a view of abusing the benefits or who makes false claims — shall be assessed or suspended, as decided by the Executive Board.

Sec. 13. A member of the Sick Committee shall visit sick or disabled members as often as is considered necessary.

Sec. 14. Any member who is indebted to the Local Union for more than one month's dues stands suspended without notice from all benefits.

Sec. 15. Upon the death of a member the Union shall furnish a floral piece not to exceed ten dollars.

ARTICLE XII

General Laws and Rules

Sec. 1. Any member violating any part of the Constitution of the IBEW or any part of these by-laws, or any agreement of this Union, or the working rules, shall be dealt with by the Executive Board as stated in the Constitution and in the by-laws. When there is no definite penalty stated, the member shall be punished in such manner as decided upon by the Executive Board.

Sec. 2. Any member who fails to appear before the Executive Board at the time set, when ordered to do so by any officer or representative of this Union, who fails to file or send a satisfactory excuse, shall be subject to such penalty as decided by the Board.

Sec. 3. Each member shall keep the Local Union office informed of his correct address.

Sec. 4. The handling of jobs for unemployed members shall be under the full supervision and direction of the office of the Business Manager. He shall devise such means as he considers practical and fair in distributing available jobs to such members, if they are qualified to do the work. Members violating any rule or plan established shall be penalized as decided by the Executive Board.

Sec. 5. The parliamentary rules of this Local Union shall be those stated on page 28 of the International Constitution.

Sec. 6. The Constitution of the International Brotherhood of Electrical Workers is hereby made a part of these by-laws. Where there is any doubt about any section or part of these by-laws, or where such might appear to be in conflict with the Constitution, then the Constitution shall control and be the law which must be followed.

Sec. 7. Any member who works in a Union shop for less than the recognized scale of this Union shall be assessed not less than $25.00.

Sec. 8. Any member who has knowledge of another member working in a union shop for less than the recognized scale of this Union and who does not immediately report this to the Business Manager or the Executive Board, shall be dealt with by the Executive Board.

Sec. 9. Any member who fails to report to the Business Manager any violation of the working rules within 24 hours shall be assessed not less than $10.00.

Sec. 10. Any member upon request of any other member is required to show the amount of his wages or his working card. Any member refusing to do so shall be assessed not less than one day's pay.

Sec. 11. Any member preferring charges against another member, who does not appear before the Executive Board to prosecute such charges, shall be dealt with by the Executive Board.

Sec. 12. Any member becoming intoxicated while employed on any job or otherwise neglecting his duty as a workman shall be dealt with by the Executive Board.

Sec. 13. Any member attending any Local Union meeting, or Executive Board meeting, or Committee meeting, or any Central Body meeting, while intoxicated, or who uses abusive language, or who creates or participates in any disturbance around or in the office or headquarters of the Local Union shall be dealt with by the Executive Board.

Sec. 14. Any member who knowingly works on any job that is unfair shall be assessed not less than $25.00.

Sec. 15. Any member who works on a job with non-union electrical workers and who does not report this to the Business Manager shall be assessed one day's pay for each day he so works.

ARTICLE XIII

Amendments

Sec. 1. These by-laws become effective upon approval of the International Office.

Sec. 2. These by-laws may be amended or changed by any such proposal being submitted in writing and read at two regular meetings of the Local Union and adopted at the second meeting by a two-thirds vote of the members voting.

Sec. 3. No amendments or changes shall become effective until approved by the International Office in accord with the Constitution.

Sec. 4. All previous by-laws are hereby repealed.

BY-LAW COMMITTEE

H. M. COX, Chairman

GEO. DOERR, Secretary

A. H. NAESSENS

R. A. ERICKSON

WM. RUDOLPH

ALBERT SHORT

HOWARD KOSS

JOHN F. SCHILT

ANTHONY J. PUSATERI

WM. McLEOD TAYLOR

Approved May 4th, 1943

EDWARD J. BROWN
INTERNATIONAL PRESIDENT